

ALLHANDS



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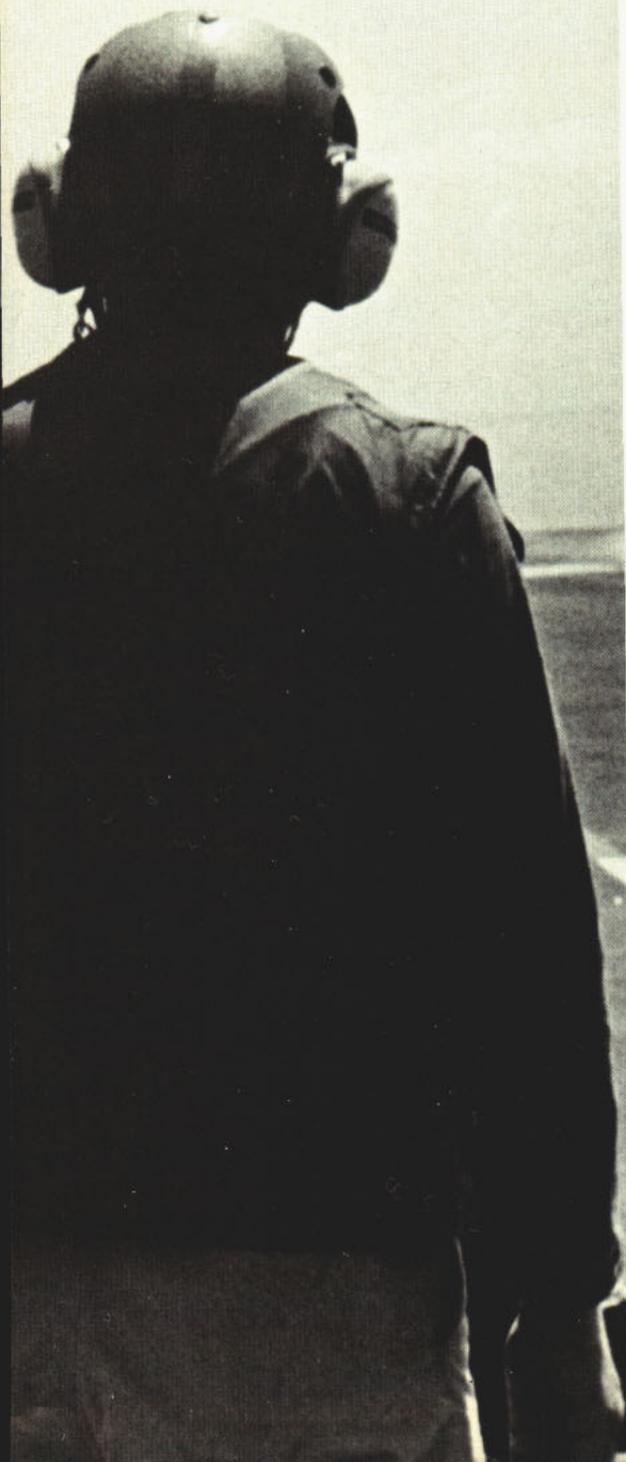
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• **FRONT COVER: HEAVE HO!**—Cargo handling is a vital part of our U. S. Navy's logistics, keeping equipment and supplies on the move wherever and whenever they are needed. The group of stevedores on the job is depicted by staff artist Michael D. Tuffli. See related story on page 30.

AT LEFT: BIRD-WATCHERS—RADM Charles H. Griffiths, Assistant Chief of Naval Personnel for Enlisted Development and Distribution, observes flight operations aboard USS Franklin D. Roosevelt (CVA 42). The admiral visited this and other ships to observe and talk with personnel of the enlisted aviation community in their working environment. Photo by PH1 Sidney W. Hoder, USN.





A Review of the Navy's Long-range Human Goals Plan

A LOOK AT THE HUMAN SIDE

"Our nation was founded on the principle that the individual has infinite dignity and worth. The Department of Defense, which exists to keep the nation secure and at peace, must always be guided by this principle. In all we do, we must show respect for the serviceman, the servicewoman and the civilian employee, recognizing their individual needs, aspirations and capabilities."

The Department of Defense's statement on human goals—beginning with those statements—is an ennobling outline of the principles which an organiza-

tion should use in dealing with its individual members. But like any other statement, it would only be a set of words if there weren't any action to back it up.

To put those words into action—and to provide a continuing program of action—the Navy has taken a number of steps to make sure that the "dignity and worth" of the individual are constantly pursued. These steps and plans have been set forth in the recently published "Navy Human Goals Plan," which has been in development over the past couple of years and which outlines the organizational setup and the overall objectives of the Navy's wide-ranging human goals program. It is quite possibly one of the most important



"people" projects that DOD and the Navy will have undertaken during this century.

Essentially, the credo quoted above recognizes that the defense of the nation requires a well-trained force—and that to provide such a force careers must be attractive—members in the service must feel real pride not only in themselves, but also in their uniform and their profession.

A lot is needed, and the solutions come from many angles. First of all, good people must be attracted and retained. Once in the service, an individual's aspirations for advancement, promotion and job satisfaction must be fulfilled. All must share equal opportunity. Even those leaving the service must be helped in their adjustment to civilian life. Most importantly, these are not only organizational requirements, but leadership responsibilities as well.

Paralleling the goals of the DOD credo are the Navy's own Human Goals Objectives for 1973. They call for enforcement of order and discipline in a changing social environment, creation of a working climate without discrimination, complete involvement of the "middle managers"—from petty officers on up through the officer ranks—in chain-of-command responsibilities plus improved professionalism and more efficient human resource management.

And what does that mean—"human resource management?" It simply means each individual making the most of his potential, his known, as well as "hidden" assets. And from the management standpoint, to achieve that full potential, once again what is needed is real leadership, strong and enlightened leadership.

Finally, the Navy Human Goals Plan consolidates all of these objectives into one "viable program, working within the chain of command." To achieve this last goal, the plan provides for the development of leadership skills through education, training and direct assistance to unit commanders.

Thus, every Navy unit, afloat and ashore, is assigned specific responsibilities for practical training and action that will improve the productivity of Navy people. The aim here is to have these human goals programs so well integrated into the day-by-day routine of every command that there will be no need for specialized programs managed by the Bureau of Naval Personnel. The petty officers and division officers of any command will be the managers.

We mentioned earlier certain obstacles that might have to be overcome in achieving an individual's full potential. For some the obstacles might be a lack in their education. For others it is a dependence on alcohol. For a significant few, it might be experimentation with or addiction to drugs. For still others it is the strident drum of racial prejudice. The Navy incorporates problem-solving programs in its overall plan, aimed at overcoming these obstacles.

Organized into five major categories, the Navy Human Goals Plan covers the following specific areas:

- Human Resource Management, which includes



Photos above: Not only the Navy man himself, but also his dependents have benefited from the Navy's human goals programs.

organizational development and management, intercultural relations, race relations, and drug and alcohol education.

- Equal Opportunity/Race Relations Education.
- Drug and Alcohol Abuse Control.
- Career Motivation.
- Transition/Second career planning and assistance.

To those familiar with what has been going on in the Navy for the past three or four years, these may not sound like anything new. For instance, since the Navy initiated its Personal Affairs Action Programs—complete with Z-grams—in 1970, it has been setting up programs with varied intensity in each of the areas listed above. As another example, there are few people in the Navy today who haven't heard something of the race relations and equal opportunity programs, and there aren't many people who have gotten out of the Navy in the past three years who don't have at



least a passing acquaintance with the transition program.

Let's take a look back to see how this goals plan developed. Some of these programs are the products of recent thinking. Others go back nine years when the omnibus Civil Rights Act of 1964 was passed by Congress. It was then that the Department of Defense cited the need for comprehensive development of human goals programs. As society changed rapidly, so did the needs of its members—and so certainly did the needs of its military.

The programs that were developed back then began to be applied in 1968, and by 1971, the pilot programs were in full swing. These programs have now been reviewed, adjusted and refined. The Human Goals Plan marks the integration of these programs into the regular Navy organization.

At the head of the organization chart is the Chief of Naval Operations. The current CNO, Admiral E.

R. Zumwalt, Jr., is the driving force behind all the Navy's personal affairs and human goals projects. The successors to the present CNO will also be charged with outlining future goals of these projects.

The Assistant Deputy Chief of Naval Operations (Human Goals) will see that the plan gets carried out. As part of his job of directing policies affecting the Navy's achievement of Department of Defense directives, he will establish the objectives, set dates by which they will be accomplished, provide the necessary resources, and evaluate the progress made.

The Chief of Naval Personnel, through the Assistant Chief for Human Goals, designs and directs all the programs, but places special emphasis on the equal opportunity and human resource management program. Drug and alcohol rehabilitation centers are also field activities under his direction.

The task of the Chief of Naval Education and Training is to include race relations education, human resource management, and alcohol and drug education programs into the Navy's educational system. It is particularly important to note the formation of a "middle management leadership school" for the senior enlisted people and establishment of a division officer school by CNET. The Fleet commanders in chief will have control over the various counseling and assistance centers and will locate them where the support is needed.

Now let's take a look at the specifics of the plan.

- As already stated, the most comprehensive section of the Human Goals Plan is the one entitled "Human Resource Management." That rather dry title incorporates all of the programs which promote "command excellence" throughout the Navy. At the same time, commands are urged to renew their efforts in maintaining support programs directed toward these objectives.

Human Resource Management Centers (HRMCs) and Detachments (HRMDs) have been established throughout the world at major Navy population centers. They will support activities in four main areas—race relations education, organizational development and management, intercultural relations, and drug and alcohol education.

- Race Relations Education is a tested piece of Navy training. Confronting the human issues of individual and "systemic racism" (which results in the inappropriate use of personal and organizational power) this part of the plan is responsible for designing and testing, implementing and evaluating educational programs, and the challenging task of training of trainers. Race Relations is essentially an emotional issue, and requires skilled and experienced trainers, called Race Relations Education Specialists (702 full-time billets are involved), to guide and stimulate learning.

- Commands are provided with specialists in the area of organizational development and management to help the individual command with management problems that may appear. These individuals help the command evaluate progress and policies, and aid

in discovering possible weak spots in the organization.

- Overseas diplomacy has been a Navy tradition for many years. What is new is the degree of emphasis which is being placed on this aspect of Navy life. By releasing NAVOP 126/72, CNO formally established overseas diplomacy as a Navy mission element. In other words, overseas diplomacy now is not only part of Navy tradition but is also part of the Navy's job.

- The Intercultural Relations Program works to support this mission element and the Navy's Human Goals. Intercultural Relations Specialists, located at bases from Japan to Greece, are specially trained to assist Navy personnel and their families in coping with the problems encountered when living and working in an unfamiliar culture. The specialists also provide assistance and policy guidance to commands in such areas as port visit procedures, overseas liberty and leave, shore patrol, community relations programs, international protocol and ship and base visits.

- Finally, the Drug and Alcohol Education Program seeks to assist all hands in making responsible personal decisions regarding their own use or non-use of drugs and alcohol. It also assists commands in identifying the pressures and opportunities which may make drug use an attractive way to meet personal needs. The program also provides the resources and training essential to the development of command action programs aimed at enhancing positive alternatives to drug and alcohol abuse.

Phase I implementation emphasizes factual information and increased understanding of drug and alco-



hol issues. This phase is essentially completed for all active duty units. Implementation of programs for specializing naval communities, such as NROTC, Recruiting Command and the Naval Reserve is ongoing.

Phase II of the program has gotten underway and emphasizes command development action programs for improving personal decision-making and management skills. These action programs, when fully developed, will complement the previously mentioned Human Goals program areas and contribute to the overall effort to better utilize our human resources in the Navy.

In order that commanders have time to devote to these efforts, a specific number of days each year have been set aside to be fitted into the operational schedules of all ships, aircraft squadrons and other fleet units—during which the human goals objectives of each command will be reviewed and evaluated. During this time, resource management specialists will help commands in developing plans and local training efforts to upgrade their entire human goals program.

This "human resource management cycle" will last five days. About three weeks before each cycle, an initial survey will be taken of the command's human resource conditions and requirements. During the five-day period consultants, with the commanding officer at their side, will put together a plan that is responsive to both the type commander's and the ship's needs. Existing equal opportunity plans, drug and alcohol abuse education plans, and race relations education plans will be discussed. Workshops in middle-management leadership, goal orientation, and effective communication will be conducted as requested by the type commander. Intercultural relations training will also be discussed during the five-day period and scheduled to be conducted close to the time of deployment.

A similar visit six months later will evaluate progress since the first period. If necessary, another five-day period can be scheduled and additional assistance obtained.

ADM Zumwalt (top, left) and ADM Bagley (top, right) have instituted and put into practice many new programs to enhance the dignity and worth of all Navy men and women.



The Navy has tackled the problems it faces in the area of race relations. Making people aware of racial bias is a major part of the program—but awareness alone is not enough. Positive action is needed to ensure that there is equal opportunity and treatment in the naval service. In the Human Goals Plan there is a section devoted to equal opportunity—a section ensuring that everyone in the Navy has a chance to contribute his or her share regardless of race, sex, or beliefs.

Minority groups have played a major part through all of the Navy's history. At one time, one out of every six American sailors was black; that was in 1812. Today there are some 36,000 blacks who put on a Navy uniform each day, and they—along with other minorities—are being called upon to give a full account of themselves at their jobs. Consequently, in March 1971, CNO signed a charter setting forth all the administrative and personnel power to bring about equal opportunity and treatment in the service. That statement was the net result of the work of ADM Zumwalt's Advisory Committee on Race Relations and Minority Affairs, which worked for six months to pull together all the efforts of the Navy under one equal opportunity banner.

That charter outlines five basic goals for achieving equitable treatment for all individuals in the Navy:

- Attracting people with ability to the Navy, regardless of race;
- Providing an opportunity for all those in the Navy to reach the highest level of responsibility;
- Making the Department of the Navy a model of equal opportunity;
- Helping each member adjust to civilian life when he gets out of the Navy; and,
- Participating with all segments of society in a more meaningful way.

To these ends the Navy has taken a number of specific actions:

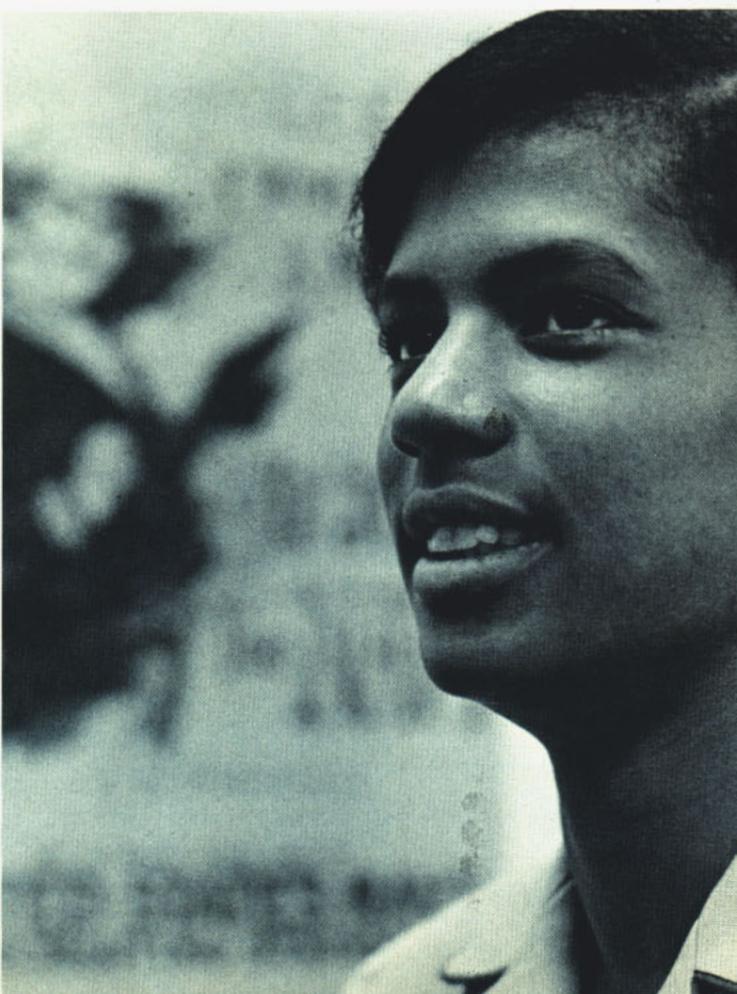
A special assistant to the Secretary of the Navy and a flag officer—the Assistant Deputy Chief of Naval Operations (Human Goals)—are sponsoring and managing the education programs. Equal Opportunity officers have been assigned to major commands to plan, oversee and evaluate programs that support the Navy's equal opportunity goals. Equal Opportunity

assistants, both officer and enlisted, will be appointed by individual commanding officers to assist the Human Relations Councils in providing new methods for improving the awareness and understanding of human relations problems. The Human Relations Councils are composed of a cross-section of the racial groups at each command and function as advisory units for the commanding officer on equal opportunity matters.

In the area of "Career Motivation and Improvement of Navy Life"—more than in any other portion of the human goals plan—stress is put on organization, especially from the top down. Yet many of the programs which have been carried out under this category have been produced by local commands without specific direction from Washington. Consequently, the Navy has a program which seems to be working both locally and on a Fleetwide level—and which is getting results.

Career motivation and improvement of Navy life are fairly simple concepts. The need for both has been given even greater importance, with the advent of the All-Volunteer Force. A large part of these programs is effected by communications within the system, thus the emphasis is on organization. Letting people know what programs are available, what services they can draw upon, and what channels of communication or appeal are open, is the major thrust.

One of the most important actions taken was the creation of the Navy Ombudsman in 1970. This office within the Bureau of Naval Personnel, which included



both officer and enlisted branches, dealt with personal problems at all levels and aided in securing command or departmental action to alleviate concerns. Those officers and enlisted people working within the office also monitored service life conditions, provided rapid and definite answers to those who presented personal problems, and put out the word on many of the programs which were available to help Navy men and women.

These concerns continue under the direction of the Assistant Chief of Naval Personnel for Human Goals (Pers 6). The Human Goals Coordination Division, Career Motivation Branch is charged with the coordination of all programs to increase attractiveness of careers in the Navy. The ACNP also evaluates programs in existence and recommends new programs where needed. Because of the ACNP's input, Navy policymakers are able to determine the adequacy of pay scales and conditions of in-port and shipboard life.

The Navy Drug Abuse Control Program (NDACP) was established in 1971, recognizing the social problem of drug abuse and the responsibility of the Navy for control and rehabilitation efforts. The Navy has the goal of preventing and eliminating drug abuse by identifying all Navy personnel involved in drug abuse, and restoring to full duty those members who have potential for further service.

The identification process works in three ways:

- Through the Exemption Program which offers exemption from disciplinary action for voluntary admission of drug abuse offenses
- Through the urinalysis testing program
- Through normal investigative procedures.

Regardless of the identification procedure used, an identified drug abuser receives a medical examination at the nearest medical facility, and those requiring extensive rehabilitation are sent to a Naval Drug Rehabilitation Center (NDRC), either at Naval Air Stations Miramar, Calif., or Jacksonville, Fla. The Miramar facility was established in July 1971 and the Jacksonville center three months later. Both NDRCs provide assistance for drug-dependent personnel and other individuals determined to require extended treatment.

Counseling and Assistance Centers (CAACs), formerly CARE Centers, were officially established on 1 Jul 1972 in 30 locations worldwide to provide a local rehabilitation-oriented resource to assist fleet and shore commands in the counseling of personnel who are involved with drugs but who are not considered drug dependent or in need of intensive inpatient therapy. Staffing consists of up to two officers and eight enlisted men. Counselors are selected from highly motivated and qualified volunteers to fill the 42 officer and 168 enlisted CAAC billets Navywide. Group and individual counseling techniques are employed.

A Navy Drug Abuse Counselor School (NDACS)

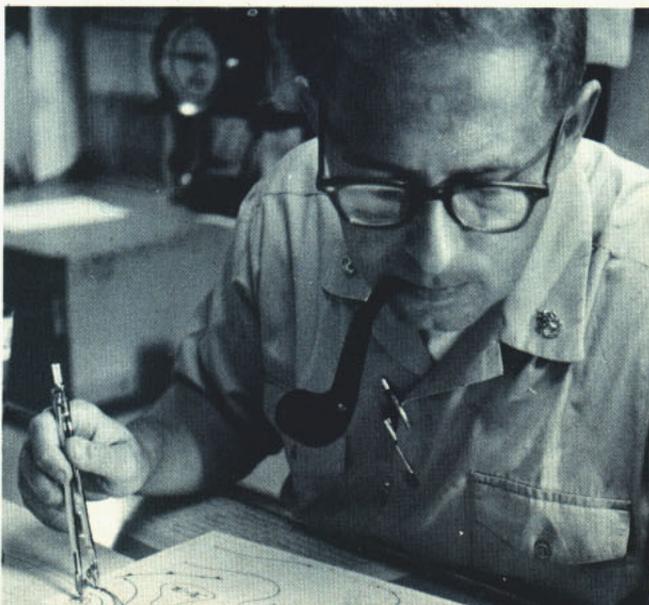
Photos at right: The aim of the Navy's race relations programs is exemplified by all men, regardless of origin, working together and making use of their talents to the utmost of their capabilities.

has also been established at each of the Naval Drug Rehabilitation Centers. The 60-day course is designed to train CAAC staff personnel in drug abuse counseling techniques, sociology, drug pharmacology, physiology, legal aspects of drug abuse, and the role of Navy CAACs in drug abuse control.

Local rehabilitation efforts are being conducted at the individual command level. For those individuals considered to be experimenters who are not determined to be in need of formal assistance through NDRCs or CAACs, the command uses available local resources (leadership, guidance and spiritual and moral assistance) to aid the individual in effectively dealing with the reasons for his drug abuse.

The most abused drug in the United States (and the Navy) today is alcohol. The Navy's Alcoholism Prevention Program, as part of the Human Resource Development Project, was started to tackle this complex social problem. Alcoholism, a primary and progressive disease, tends to afflict career Navy people whose experience and dedication are necessary cornerstones of naval effectiveness. Of the men now being treated in Navy Alcohol Rehabilitation facilities, the average time in service is 11 years. This is indicative that in a time when an all-volunteer force is an impending reality, the Navy has had to find some new ways to prevent its men and women from being lost to alcohol addiction.

The Alcoholism Prevention Program is a two-pronged effort. The first effort is rehabilitation—identify and treat the alcoholic so that he or she can return to



productive service. Second, a program of education will be provided to give Navy people the opportunity to make responsible decisions about drinking, and to inform the Navy community at large of the dangers of alcoholism. The second goal is necessarily a long-range one, and while significant efforts have been made to bring about a needed change in some damaging traditional attitudes about alcohol, immediate attention has been paid to treating those alcoholics already suffering from the disease.

The Alcoholism Prevention Program has developed a diverse program of treatment which now includes four distinct rehabilitation structures.

- The Alcohol Rehabilitation Center concept, which evolved from a highly successful pilot program at Naval Station, Long Beach, Calif., has been started at four other locations in CONUS. ARCs treat 60 to 75 patients at a time in an intensive six to eight-week cycle of rehabilitation administered by doctors, psychologists and recovered alcoholic counselors.

- In selected naval hospitals across the country, there are 14 Alcohol Rehabilitation Units that can treat 10 to 12 patients at a time in about the same cycle as the ARCs.

- A third resident treatment program has just recently begun. The Alcohol Rehabilitation Drydock (ARD) is a resident command facility which can treat the alcoholic locally, close to his or her job and family, and without the expense of being transferred to an ARC or ARU.

- The Human Resource Management Centers have set up a network of over 1000 recovered alcoholics

who have offered their assistance in the Navy's local rehabilitation programs. These types of individuals often provide the help needed for a shipmate to take the first step toward sobriety, and their efforts are the closing link in the Navy's rehabilitation program.

The goal of the education and training support section of the Human Goals Plan is to incorporate the plan's guidelines into the present naval education system. Key points of a career-recruit training, OCS, ROTC, service schools and even the War College—receive instruction in the more sophisticated leadership skills of learning to identify behavioral attitudes, having insight into personal values and developing a cultural awareness.

The complexity of human problems is presented parallel to the complexity of weapon systems, navigation and nuclear physics, and is presented at every level of naval education. It boils down to a reassertion of the value of leadership with the end product being a more responsive and responsible person.

Whatever progress is made on any part will be accounted for by the Navy Human Goals Personnel, Training, Manpower Research and Evaluation Plan. It is fitting that this is the final unit of the Human Goals Plan—its objective is to research, test, and evaluate the human goals programs themselves.

After World War II, rapid advances were made in two quite opposite sciences—behavioral science and technology. Modern methods of research and evaluation were a major factor in the advancements of these two areas. Now the Navy is putting its research tools to work on equal opportunity, organizational development and management, drug and alcohol abuse control, intercultural relations, career motivation, and any other program that has people as its primary concern.

There are two principal agencies that are turning their evaluation charts to these human objectives: the Office of Naval Research (ONR), and the Naval Personnel Research and Development Center (NPRDC) in San Diego, Ca.

In the past, most evaluation done by these agencies have been in support of schools and training programs. The Human Goals programs that have become a permanent part of the naval organization represent a significant departure from the traditional concepts of evaluation, and because of this it has been necessary to draw from civilian sources for expertise. It is anticipated that as these programs become firmly established, NPRDC will become more deeply involved in the evaluation efforts.

The Assistant Chief of Naval Personnel for Human Goals (Pers-6) is at the center of all this research and evaluation. His specific job is to develop performance criteria that can assess effectiveness of a command's human goals programs, develop a data collection system based on these criteria and translate research findings into policy that meaningfully addresses the human goals objectives.

—JO3 Alan Shethar and Jim Stovall

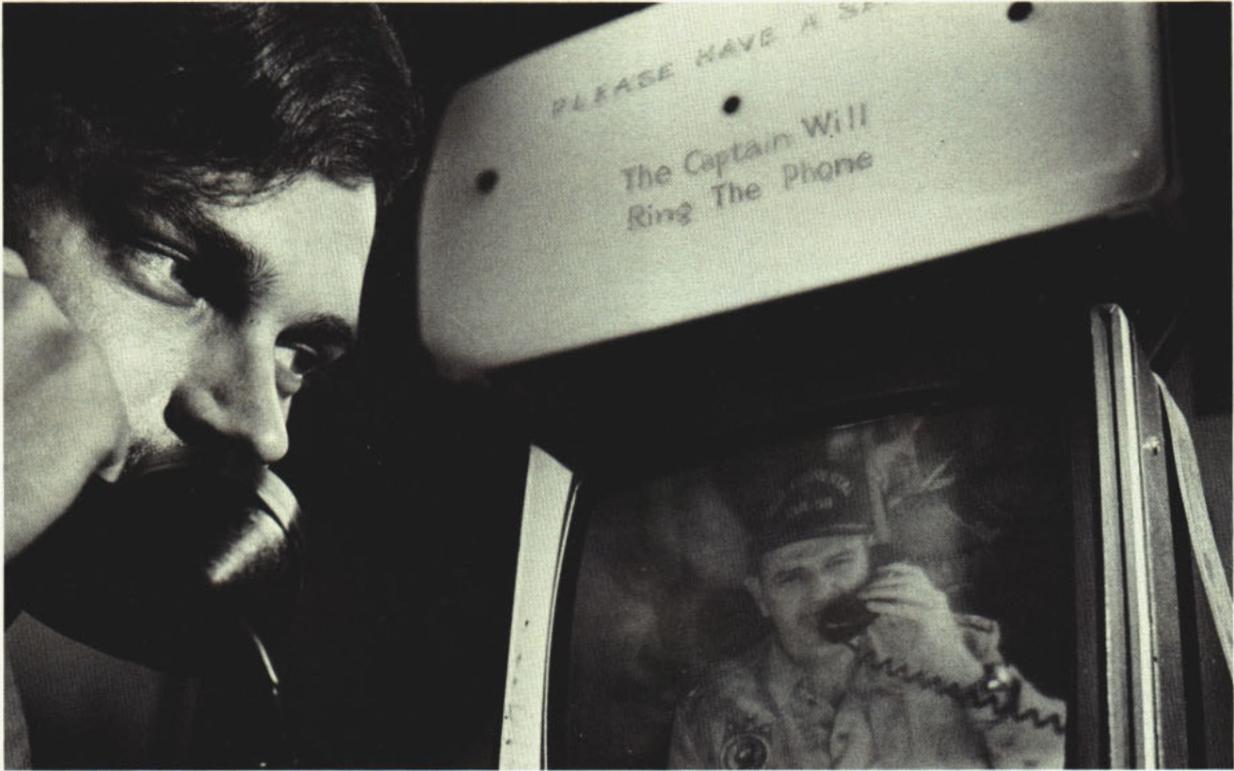




RACE RELATIONS ON AN AIRCRAFT CARRIER

*Communication at
all levels of Command
... A key to good
human relations*





*The following account discusses a subject which has been in the news recently. It's a report which comes directly from the carrier *uss Forrestal* (CVA 59) and it was written by people who were—and are—directly involved. You'll find it interesting reading, and many of the ideas may even be worth checking out in your own ship.*

One of man's innate characteristics is conflict. Whether it is within himself or between himself and others, conflict is a destructive force.

When a man leaves civilian life and enters the Navy, he brings his prejudices, myths and misunderstandings about men of different cultural, racial or ethnic backgrounds. When he boards a ship, he is forced into close proximity with men from every background. The close, 24-hour-a-day shipboard living exaggerates any existing interpersonal conflicts.

Conversely, close shipboard living is one of the best ways to eliminate conflict. When you have never known a Black man or a Spanish-American, and you come to live on a ship with him, soon you'll discover that the difference in their daily living habits is minimal; except for the individual differences, they're just like you.

It has been this kind of discovery that has fostered the success of the Human Relations Development Center (HRDC) in *uss Forrestal* (CVA 59). HRDC has an open-door policy, which means that the personnel there spend as much as 70 per cent of their

time counseling *Forrestal* crewmembers on human relations problems.

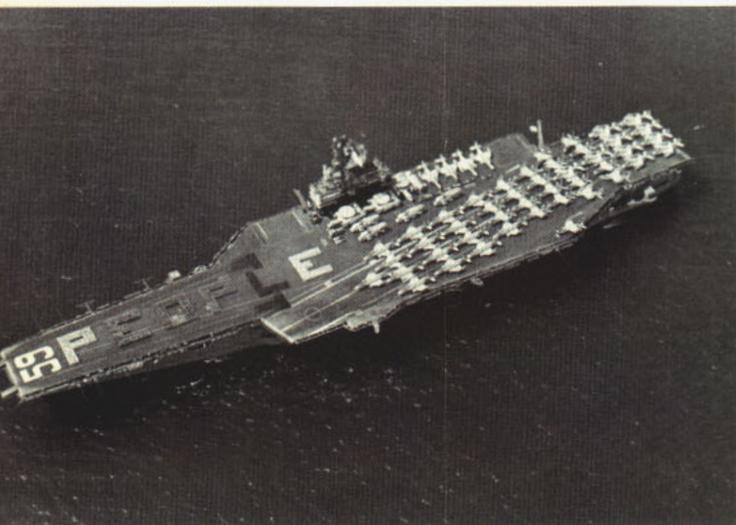
The first formal element of the program began several years ago with the appointment of the commanding officer's special assistant for minority affairs. Senior Chief Ralph Mizell—the man who holds that position now—says his job is “to help the commanding officer to be enlightened concerning problems as seen from a minority's viewpoint.”

One of the first formalizations of the *Forrestal* program was a comprehensive personal letter from Captain James B. Linder, the CO, to each department, outlining exactly his policy and goals on race relations. This letter was a very practical guide, spelling out what each department head could and should do to improve human relations in his department.

Many methods are used to create an environment aboard *Forrestal* in which race relations can improve. Discussion on a TV call-in show called “Forum” helps to eradicate myths about minorities and majorities and ease individual tensions by presenting facts and lively discussions about race relations. A daily article in the ship's newspaper, “A Matter of Pride,” tries to give the black man credibility—to let him know his identity and help to educate him in his role in history, while it also gives whites an opportunity to understand the black's heritage, identity and historical role. AO1 John Broomfield, HRDC educational advisor, says these articles “have given our men a basis of knowledge of

black history and accomplishment to use in discussions and rap sessions and their everyday life."

When someone gets uptight in *Forrestal* and feels that he has to get to the top to solve a problem, he can. He has instant access. In various locations throughout the ship, "Questions to the Captain" boxes are easily reached for both anonymous and signed inputs on any subject. Instant access, via use of a two-



way TV from the CO on the bridge to a crewmember in the library, plus the Hotline, a 24-hour telephone recorder system, are major vehicles for resolving aggravation before it develops into a major problem.

"HRDC," says Chief Mizell, "makes the chain of command work better. When people come in with a problem, the counselor first asks what has this man done to solve his problem within his individual chain of command. If he has tried and found no solution, then they look to the chain and examine it for a weak link or break. If a man is wrong, they point that out too."

Constant efforts to "sensitize" the chain of command are being made at all levels, but one of the most

important programs has been formal race relations training for almost all of *Forrestal's* senior officers. This training has been conducted in UPWARD (Understanding Personal Worth and Racial Dignity) classes lasting three days. These officers, including the captain and executive officer, have paused to learn and to think about intercultural conflicts, myths and misunderstandings.

Another example of *Forrestal's* determination to help eradicate myths and misunderstandings is a set of Human Goals set forth by the captain. "The list of formal *Forrestal* Human Goals that the CO authored," says Lieutenant John Lones, HRDC program coordinator, "was a significant milestone in the evolution of the program, because for the first time a permanent, clear set of objectives was promulgated. The CO had made it clear—in no uncertain terms—that the entire ship would 'get there.'"

Awareness sessions and UPWARD classes, two very special techniques in the HRDC program, help crewmen find out where they stand on race and racism. Awareness sessions, composed of about 18 men of all races and ranks, are held three days a week. The class is guided by a trained "facilitator" whose job is to stimulate conversation. The participants learn about each other and, more importantly, they eradicate myths by being exposed to the truths about Blacks, Filipinos, and all minorities.

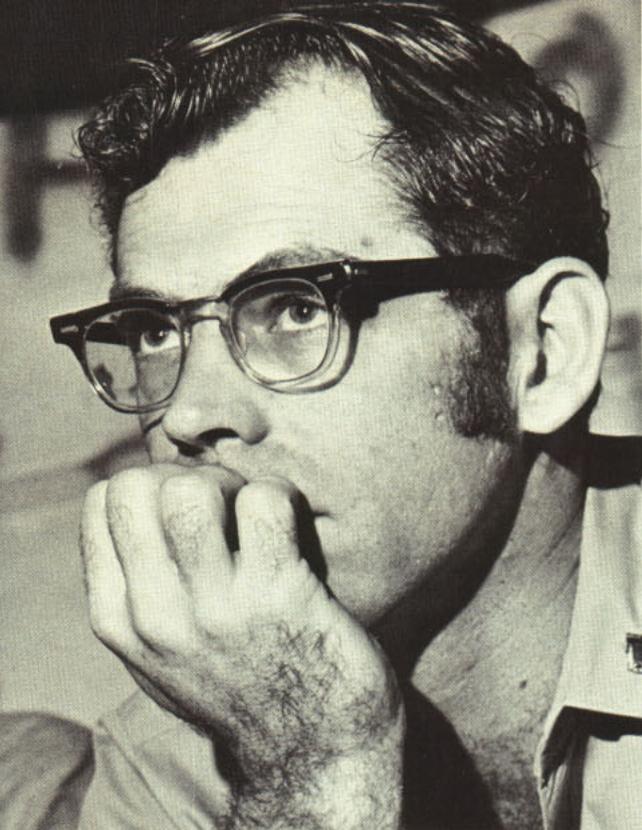
Through lively group discussions, individuals have recognized personal inactivity and noninvolvement with current racial problems. A typical comment during an awareness session was what a black chief petty officer said about himself.

"I have a good bank account. I'm basically middle class. I live a lot better than my dad did. I make good money and more than likely, as I go on, I seem to get into a little groove. I don't do anything, I just sit back and don't get involved. But, I'm saying to myself right now, 'Hey, baby, you better get out there and do something.' I dig this. This is where it's at."

Forrestal also conducts UPWARD classes which are essentially the same as awareness classes, except they are concerned more with the "now" of a person—where he stands at the moment that he is in the class. Since the start of these classes and awareness sessions, more than 750 people have been offered the opportunity to become aware of racial sensitivities which can lead to racial conflict.

Black studies classes have two big values according to HRDC Educational Adviser Broomfield—"To know and understand the historical problems, pressures and frustrations that Blacks have lived through will give a white man a beautiful understanding of what makes a Black tick today. Additionally, studying the important role that Blacks have played in history will give Blacks understanding, appreciation, and pride for their race's important contributions to civilization."

Chief Mizell says HRDC efforts "have transitioned from solving specifically racial problems to solving human ones. The *Forrestal* chain of command has be-



human relations program—has played a most important part.

“We have a lot of different people problems on *Forrestal*,” CAPT Linder says, “because we have a lot of people—and they’re whites, blacks, Spanish-Americans, American Indians, Filipinos and several other minorities. The *Forrestal* team has avoided racial confrontation and violence because we communicate—we talk and we try at all levels of command to live up to the human goals we have set.”

CAPT Linder believes that the programs begun on his ship have met with significant success. Perhaps the results, he states, “are not as tangible as we would like, but by comment and example, our middle managers and nonrated personnel have demonstrated their willingness to share their mutual problems. All hands have set well-defined professional and human goals; they show more respect and understanding than ever before for the inherent dignity of man.”

He concluded with, “while we still have a long way to go to attain our goals, the accomplishments already attained will spur the crew on and guarantee us a healthy and ‘equal’ atmosphere in which to live and work.”

We may all walk to the beat of a different drummer, yet we all walk the same path in life. *Forrestal*'s human relations effort tries to help her crew make the journey in understanding and harmony.

come sensitized to racial conflicts and very concerned for people's problems.”

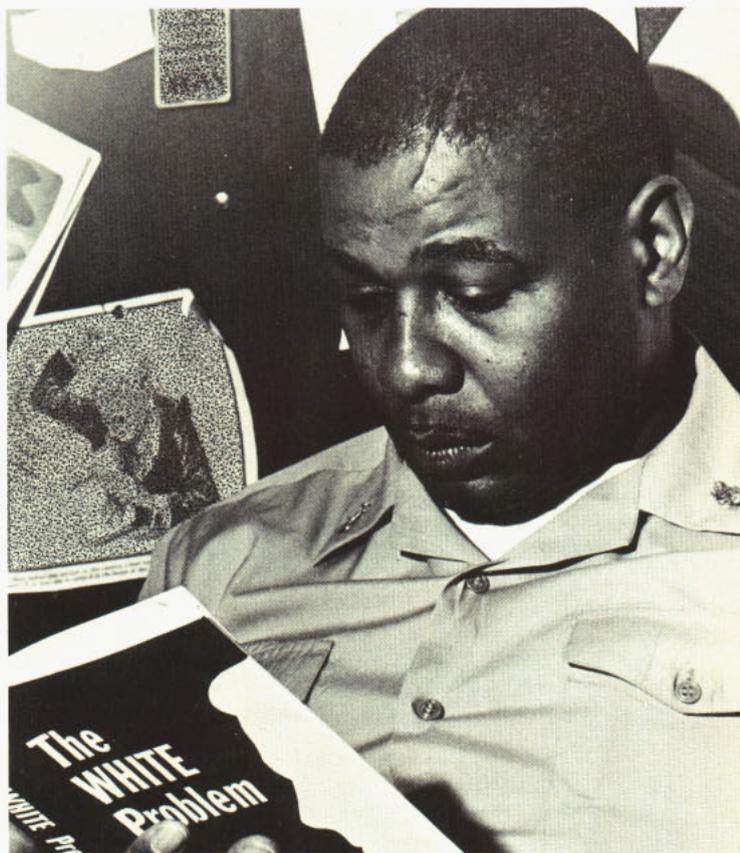
He summed it up best when he said, “The whole ship has been saturated with concern and understanding. People now talk instead of wanting to punch at each other.”

Communications at all levels of command is a key to good human relations and on several days during the current cruise, this ship of nearly 5000 men has paused to “communicate” in a unique way—by having a Human Relations “Standdown Day.” During these days each division and squadron stops everything but necessary work and sits down in a group to hold rap sessions. Discussion has centered on issues of personal human conflict that *Forrestal* has not been able to conquer. At times many of these sessions have been less effective in the race relations sense because they have dwelt on simple shipboard living problems.

But, as Lieutenant (jg) Chris Huntoon, UPWARD class “facilitator,” says, “Anything that contributes to reducing tension in a specific area of everyday shipboard living is constructive and worthwhile.”

When asked what part of the program has been the most effective, PO1 John Wilson, another facilitator, said, “It's not any single part; it's a little bit of everything; it's mostly what program or effort has helped each individual.”

Although LTJG Huntoon agreed that no one part of the program has been a complete answer, he added that backing from the captain—his presence and support for the goals and implementation of the total

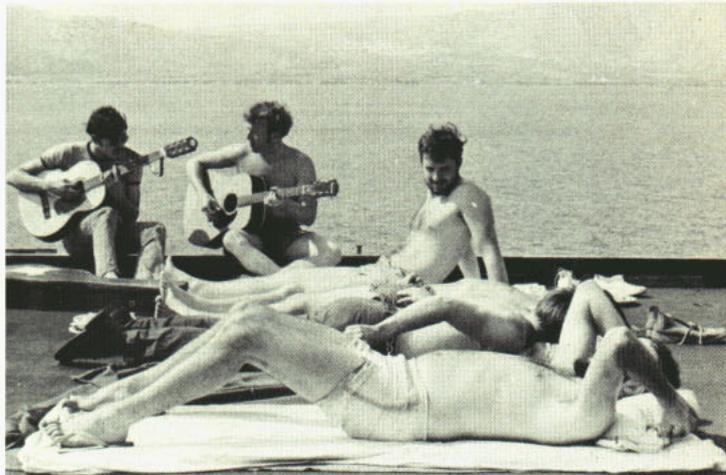


PEOPLE'S DAY ON THE FORRESTAL



Swimmers take advantage of the warm water and hot sun during a swim call held by Forrestal when she anchored near Thira, Greece, for her "People Day."





Dozens of steaks were cooked for *Forrestal's* "People Day" which featured sunbathing, guitar playing, a fishing expedition and just plain relaxing.



It began and ended like all other carrier days—but what was in between made it somewhat different.

uss Forrestal (CVA 59) was churning the blue Mediterranean waters early in the morning as she circled the Greek island of Thira. While looking for just the right spot to drop anchor, the giant carrier presented to her crew a bird's-eye view of the crescent-shaped island which lies about 150 miles southeast of Athens.

One minute the rocky land gleamed from the reflection of the sun's rays; the next, it showed quilt-like land patterns covering the steep mountaintops, and winding roads which ran through the hills.

Off the island coast, the *Forrestal* crew were treated to a day of fun and zest in the Grecian sun. It was "People Day"—12 hours of swimming, fishing, sunbathing, outdoor cooking, reading and general leisure. It was a real success, especially after the rugged routine of flight operations and aircraft maintenance schedules of the previous days.

Late in the morning, the crew donned swimsuits and prepared for swim call—it was the first during her nine-month Mediterranean cruise.

For several hours hundreds of crewmembers dived or jumped (mostly jumped) the 40 feet from the ship's elevators to the salty waters of Thira. The climb from the water straight up a web net to the flight deck was a task in itself.

One group of the crew arranged a swimming race, others spread out on the four-acre flight deck and took

in the rays of Helios. Staking their squatters' rights with blankets or sheets on the ship's deck, they turned *Forrestal* into a Navy version of the Riviera—minus the ladies.

At the other end of the 1000-foot carrier, the cooks and messmen were preparing over 6000 servings of steaks and hot dogs over 18 "barbecue pits." Hundreds of gallons of juice, pan after pan of potato salad, cases of potato chips and plenty of beans helped spruce up the meal. It had all the trimmings of a home cookout—except for home, that is.

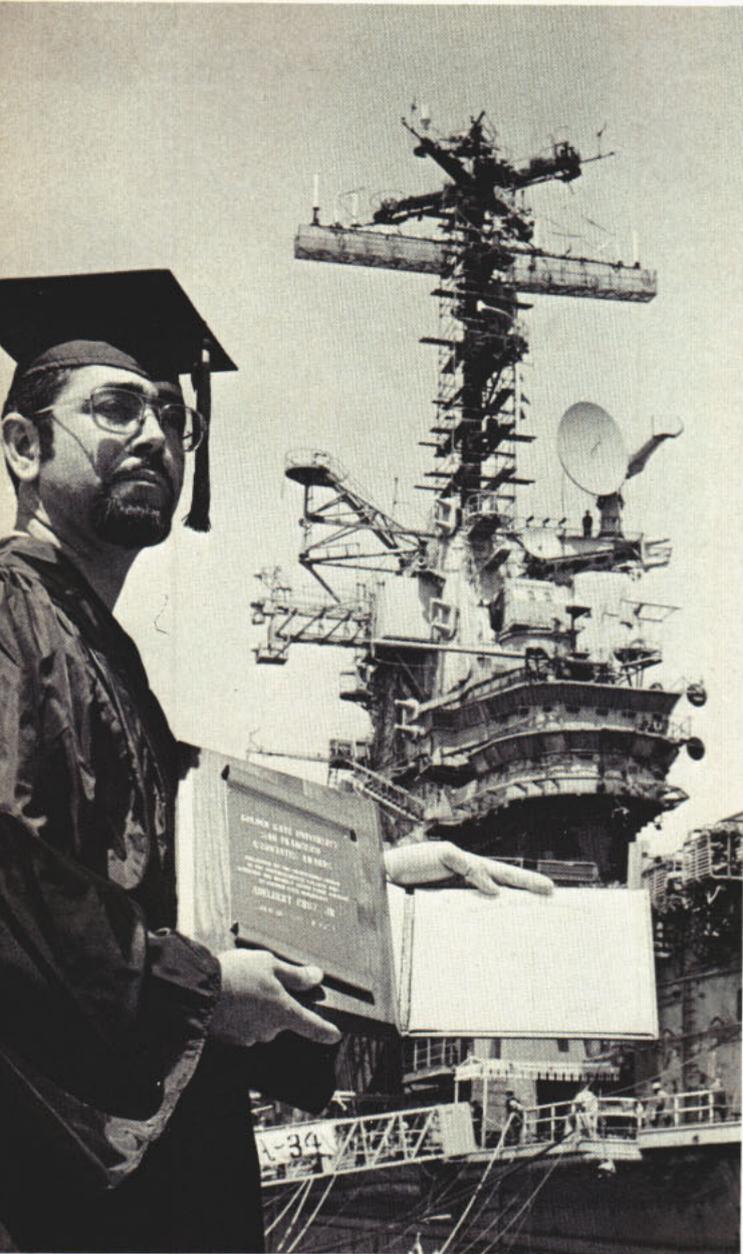
Fishing expeditions were organized to take the rod and reel experts from the ship to quieter fishing spots. The fishing cruises, taken in the ship's liberty boats, brought back a small quota of fish and a large quota of hungry sailors.

For those who had still not worked up an appetite, a tug-o'-war was arranged. It ended up in a tie.

Near sunset, the air filled with music from "US"—the ship's rock band. With the ship's huge island structure as their background, the group kicked out some good tunes for the several thousand sailors sitting on the flight deck. It wasn't the Fillmore, but it was *Forrestal's* best.

It wasn't quite the same as a holiday on the Riviera, but along with memories of the coast of Thira, the 40-foot dive from the carrier's elevator, the sunburn and a tasty barbecue, *Forrestal's* crewmen enjoyed their day of liberty at sea.

—Story and photos by JO3 Larry Bonura



YNC Adelbert Cruz

COLLEGE GRADUATE, SUMMA CUM LAUDE

Chief Yeoman Adelbert (Del) Cruz, Jr., had more than a wife and four children awaiting him when he returned to San Francisco from his ship's deployment with the U. S. Seventh Fleet in the Western Pacific. He was also making a deadline for a ceremony at Golden Gate University to join in the commencement exercises and accept the highest scholastic honor given by that university.

The plaque awarded to him during the ceremonies

OCS goes CO-ED

"Ladies and gentlemen—welcome to OCS." *Ladies and gentlemen?* That's right. Coeducation has come to two officer training schools at the Naval Training Center, Newport, R. I.

For over two decades men and women officer candidates have trained separately. Vice Admiral Malcolm W. Cagle, Chief of Naval Training, ended this when he announced that the Women Officer School has been integrated into the heretofore all-male Officer Candidate School, and the Nurse Corps Indocination Program has become part of the Officer In-

was for achieving the highest grade point average of his class—an unsurpassable 4.0. Chief Cruz graduated summa cum laude earlier this year with a bachelor's degree after two years of full-time study at the university.

It was a real accomplishment, especially meaningful to someone who grew up on "the Chicano side of town."

Educationally speaking, Chief Cruz has achieved a great deal since he left the little town of Hayden, Ariz., a hundred miles from the Mexican border, and joined the Navy.

When he graduated from high school he had made a reputation locally in sports and won a baseball scholarship to the University of Arizona.

But he lacked confidence in his ability to make it at the university, and at the age of 18 he enlisted in the sea service.

Within eight years he was chief yeoman—and he now has completed his higher education as well. Self-determination was the key. During a tour at Pearl Harbor, he decided to go back to school on a part-time basis and picked up 12 credit hours from the University of Hawaii's part-time study program.

He put his Spanish heritage to good use when he landed an assignment in Santiago, Chile, at the Defense Attache Office in that country. Fluent in the language, he found his ethnic background was an asset both to himself and to the people with whom he came in contact. This was one of his most rewarding, as well as interesting, tours.

Another step forward came when he was elected for the Navy's Associate Degree Completion Program (ADCOP). He resumed his college career at Del Mar Junior College at Corpus Christi, Tex., and finished two years later with a 3.7 grade average. Then he went back to sea in *uss Ranger* (CVA 61) and, while at sea, won himself a handsome scholarship to Golden Gate University. Under a new limited Navy policy, he was allowed to return to complete his bachelor's degree in San Francisco.

In his two years at the university, Chief Cruz didn't just go to and from classes. There were many other stops in between. He was a member of the senate of the university's Associated Student Body. He served

as vice president of the Business Club and was the first president of the Latin-American Student Organization—a group which he helped organize.

He is a supporter of the Equal Opportunity program in the Navy. His interest in minority affairs is being put to good use since he reported to his latest duty station, *uss Oriskany* (CVA 34). He has been assigned as the assistant minority affairs counselor.

Chief Cruz's entire background, and his thorough education, are a plus in such an assignment. As University President Otto Butz stated on his graduation from Golden Gate, "When he stands up to talk, they listen. He achieves respect through what he has to say."



doctrination School.

The consolidations are a part of an NTC-wide effort to economize in money and manpower.

Men and women in the 19-week-long OCS course study leadership, naval orientation, communicative skills, seapower, piloting, seamanship, damage control, division officer management, discipline administration, management information systems, and security of classified material. Men receive additional training in operations, engineering, and celestial navigation; women in national security, naval communications,

staff administration and operating forces.

Equality—as far as possible—is now the word at OCS. Women share general watchstanding duties, leadership positions, serve in musical organizations, and compete in sports on equal terms with the men. They also participate in regimental drills, but, in keeping with the noncombat role of Navy women, do not carry rifles.

The first coed OCS class of 100 men and 52 women is to be graduated this month.

VARIETY is the SPICE of Life

SA Kathy Spain: DATA PROCESSING TECHNICIAN



(In her own words—and enthusiastic ones at that—a young Navy woman, from Elgin, Ill., SA Kathy G. Spain, USN, wrote the following word-picture of her first year in the Navy. From Chicago to Ford Island is a long hop, yet Kathy took it in stride and looks forward to each new day in the Navy. Let her tell you about today's Navy women—they're a proud lot.—Ed.)

I was never so scared as when I raised my right hand to take the oath of the United States Navy. There were three other Chicago-area girls and 96 guys all saying the same words and I'm sure we all had different thoughts running through our minds. It was then 11 a.m.—sorry, 1100—but the day had just begun.

That afternoon I left for Orlando, Fla., for women's recruit training. I'll never forget the sign above the door of the barracks where I would live for the next 10 weeks. I read: "Through these portals pass the women of the greatest Navy on earth." I wasn't sure if I believed it at the time, but I have thought about it often since then and I believe it now.

I had joined the Navy to get a good education in data processing and to do something of which I could be proud. All my friends were going to college, but I didn't want to study constantly for the next four years.

I wanted to do something different and still get a good background in some line of work. Being a computer operator had always fascinated me, so data processing seemed to be the right thing.

First came 10 weeks of boot camp with long days of marching, drilling, classes in naval history, drug orientation, first aid, jobs and training, and naval orientation. Our instructors were all petty officers who had been in the Navy for at least four years. They were great people who knew a lot about the subjects they were teaching.

The 44 girls in my company worked hard together. During those weeks we grew to be almost like sisters. Sure, we had arguments when the going got rough, but it usually ended with someone apologizing and the incident being forgotten by morning. We marched together, got homesick together, laughed and cried together. Those days were filled with classes, and the nights were filled with chores — like shining shoes, washing and ironing uniforms, cleaning lockers, and finally getting to bed at 2120. That may seem early to civilians, but when you had to get up at 0510 the



Left: SA Kathy Spain. Facing page: Kathy keypunches cards at Data Processing "A" School in San Diego. Below: Loading magnetic tape which stores information from the central computer. Bottom: While stationed in Hawaii, Kathy uses some of her liberty time to visit the Arizona Memorial in Pearl Harbor.

next morning you were thankful for taps to be sounded.

Boot camp ended for me on 1 December. I finally got to salute the National Anthem and it never meant so much to me as it did that day. My heart swelled with pride in my accomplishments for the Navy. Now I was going home for 19 glorious days. I would just miss being home for Christmas, but I didn't mind because I was heading for San Diego and Data Processing "A" school.

School started 8 January and I had to start studying every night. Data processing school is supposed to be the hardest school in the Navy—now I believe it. I never had trouble with grades in high school, but here it was different. Tests were multiple-choice and at times it seemed that all four answers were the right one. Everything was a challenge. After 11 weeks of brain-racking, school was over and I had a certificate saying I had successfully completed Data Processing "A" School. I had my new orders reading Pearl Harbor, Hawaii, and now I was going—all expenses paid! I'd be there for the remainder of my enlistment. This was the dream of a lifetime!

I arrived in Honolulu on 19 April and almost smothered from the heat. I was used to spring in Illinois—here it was still 75 degrees at eight in the evening.

I moved into the Pearl Harbor Enlisted Women's Quarters where I have all the comforts of home—tape deck, portable TV, a desk, even my teddy bear. In December, we'll be moving into new barracks where there will be two to three girls to a room.

Taking a launch to work every afternoon and taking one back in the evening is quite different. I'm with Commander Third Fleet on Ford Island and the computers we work help keep track of 100 ships and 60,000 Navymen of the fleet. The command covers 50 million square miles of the eastern and middle Pacific, from the west coast to an area between Japan and Midway Island.

The work is always interesting and I could never ask for nicer people to work with. I'm the low "man" on the totem pole, but I'm not treated that way. If the next three years are as exciting as the past one, I will never be disappointed in my decision to join the Now Navy.

—SA Kathy G. Spain, USN



VARIETY is the Spice of Life



PH1 Edna Patterson: RECRUITER

In 1861 the Union Army had its own qualifications for hiring women nurses. "They should not be too young and beautiful, must be over 30 years old, and are required to wear a brown or black dress."

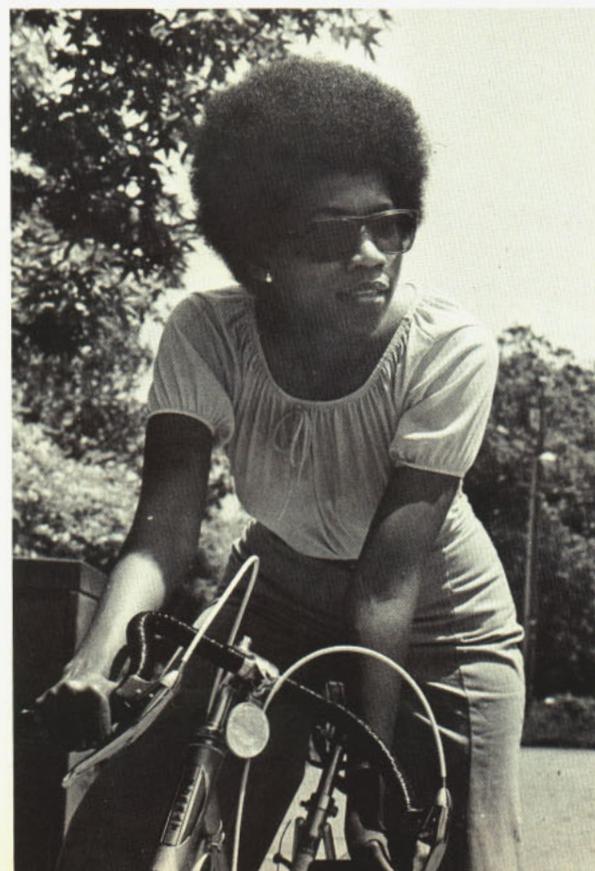
After a look at Photographer's Mate 1st Edna Patterson it's easy to see that women have come a long way. As a result of the Chief of Naval Operation's

program to make the Navy a true equal opportunity employer, many sex restrictions on ratings have been eliminated. Women are entering more rating categories and different types of vocations are opening up for them.

"So much has been done for us lately," says Photographer Patterson, "that we really can't gripe that much any more."

Petty Officer Patterson had to prove herself before she was allowed to participate fully in the work of her rate. While stationed in Washington, D. C., six years ago, she was allowed to do little camera work. "I was usually in the darkroom," she recalls. "When I began taking pictures everyone was surprised that I knew how."

Now serving as a Naval Reserve recruiter, she is "talking up" her belief in the good life that the Navy offers. Needless to say, her job has given her much insight into the demands of an all-volunteer service.



"We're competing with industry," she says, "since the draft has ended and nothing can be taken for granted."

Petty Officer Patterson served a tour in London and while there she was able to visit the many, yet diverse, countries in Europe. The intelligence she displays and her obvious self-assurance are undoubtedly a result of her travels. The competence she has gained is an example of what today's Navy needs—and offers.

—Story and photos by PH1 John Francavillo

Facing page: Edna Patterson answers the phone in Navy recruiting office. Top: PH1 Patterson and a fellow recruiter discuss plans for a lecture at a local high school. Above: Answering a few questions from a possible recruit. Above right: Edna relaxes by reading a magazine in her comfortable home. Right: A 10-speed bike keeps her active during off-duty hours.

VARIETY is the Spice of Life



DP3 Julia Taylor and AG2 Karon Schulz: PISTOL PACKING LADIES

Midshipmen of the U. S. Naval Academy class of '77, who went through six weeks of "plebe summer" training, did "double takes" when they stepped up to the line on the pistol range. That soft feminine voice speaking in their ears was real and not an illusion.

For the first time in the Academy's history two of the instructors on the pistol range this year were Navy women. The initial consternation of some of the "plebes" to a woman looking over their shoulders telling them how to fire a .45-caliber pistol was short-

Above: Karon Schulz and Julia Taylor (right) take a break from their instructor duties at the pistol range. Right: Karon demonstrates the proper method of shooting a .45-caliber pistol. Facing page: LCDR Rita Bivins is busy at the computer center of the Navy Postgraduate School in Monterey, Calif. Rita and her husband (corner), CDR William F. Bivins (Ret), keep in shape by cycling together.

lived when they discovered these young gals know their "powder"—gun type that is!

Data Processing Technician 3rd Class Julia Taylor and Aerographer's Mate 2nd Class Karon Schulz are both highly qualified shooters, having fired in numerous Navy and civilian competitions, including the All-Navy pistol matches.

Julia started competition shooting while at San Diego five years ago. Before entering the Navy she had never fired in meets. "I used to go hunting with my dad and brother—that was mostly with shotguns and rifles," she said.

Her best score, Julia says, is about 260 points out of a possible 300. Besides firing in the All-Navy, Julia has shot police range competition in San Diego and district matches in San Diego and Norfolk. She is currently assigned to the Atlantic Fleet Data Processing Service Center.

A six-year Navy veteran she says she plans to make the service her career.

Karon Schulz, who is married to a former Navyman, also plans to stay in the Navy. She and her husband now live in Pensacola, Fla.

Karon's shooting career began when she was attending Ohio State University. "In my sophomore year we traveled to the University of Wisconsin, Murry State in Kentucky and Dayton University. Our team won the Women's Intercollegiate .22 pistol Championship in 1970," Karon said.

Her best shooting score to date is a 276 out of a possible 300, which she fired on the Academy range while there.

The girls had high praise for the ability of the plebes. "Some of these guys, if they listen and care, do really great," Karon says. "I saw one man fire a three-inch group and he'd never shot a pistol before in his life."

Both girls said they intend to continue competition shooting as long as they're in the Navy. With both of them planning a Navy career this could mean women on the All-Navy team in the near future.





LCDR Rita Bivins: GRADUATE STUDENT

"The education available at the Navy's Graduate School is great!" That's the candid opinion of Lieutenant Commander Rita Bivins in describing her role as a student at the Naval Postgraduate School.

The petite 14-year veteran of the Navy has no qualms about being one of only four women in a student body of more than 1500, and credits this to her time in service, at which point only a few wom-



en continue to remain in uniform. She recalls being the only woman officer for quite some time at her first duty station, Moffett Field, Calif.

A native of Cadillac, Mich., LCDR Bivins was graduated from the University of Michigan where she majored in psychology. In retrospect, she says, "I think I'm much more serious now about learning than I was as an undergraduate."

LCDR Bivins is majoring in communications management, a program at NPS which takes a non-engineering approach to electronics as applied to communications. It leads to a master of science degree in management. The program is designed for officers who will perform as managers of communications systems on large command staffs, afloat and ashore, including, even, the Joint Chiefs of Staff and Defense Communications Agency.

"You certainly don't feel too much like you're in the military at NPS," she observes. "We don't wear our uniforms and I think one of the purposes of this policy is to get a free exchange of ideas in class, since the students range in rank from ensign to captain." She believes the education available at NPS is of particular value to anyone expecting to remain in the military service.

"The technical education here is probably the best that anyone can get," she said.

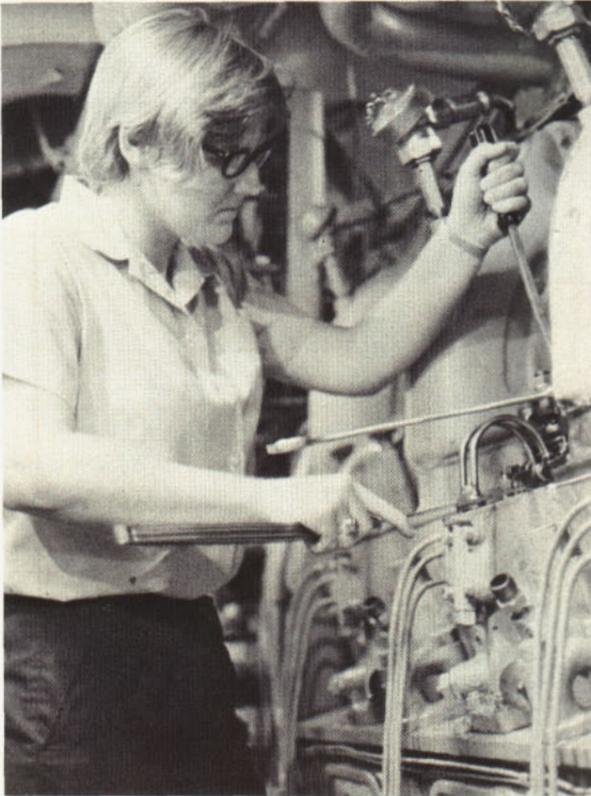
The brunette officer student was stationed at the Naval Air Technical Training Center, Jacksonville, Fla., before reporting to NPS in March of 1972. She would welcome a future assignment in the Jacksonville area since she and her husband have a home there. She has been married for eight years to Commander William F. Bivins, who retired last year after a 30-year career. He is now associated with a financial planning organization.

Rita says she may not match her husband in length of service, but expects to remain in the Navy for at least 20 years.

"For those officers who might be considering further education at the Postgraduate School," LCDR Bivins says, "everybody has his own career pattern, but the education you're exposed to here provides an added insight to a situation that you just don't get on the job."

She expects to receive her master's degree in March.

VARIETY is the Spice of Life



ENFN Cynthia Hanenberger: MECHANIC

Mingled with the engineroom odors of grease and oil on the Charleston Naval Station tugs is something different—perfume. It belongs to Engineman Fireman Cynthia L. Hanenberger, Charleston's first woman in the engineman rating.

Cynthia reported to Charleston after completing Engineman School at Great Lakes, Ill., where she was the only woman in a class of 24. High mechanical aptitude marks in recruit testing, backed by three and a half years at Orient College in Iowa, helped her get assigned to the school. Engines are nothing new to Cynthia though. She has driven farm trucks and, she says, she enjoys "tinkering" with her own car's engine.

The all-male environment of the Port Services Department where she now works includes a repair shop ashore and service craft on the station's waterfront. She confided that she takes a lot of kidding, but she

described her co-workers as "good people"; she punctuated that with a smile. Humor is essential, she commented, and she has had no problem.

Cynthia is working in her off-hours to earn a college degree with a major in physical education and a minor in psychology. Her new job is providing on-the-job training in both.

ENSIGNS Kathy and Christine Michelson: TWIN OFFICERS

Ensigns Kathy and Christine Michelson are twins who have been in the Navy just a little more than a year, yet their name is familiar to the service.

The Naval Academy at Annapolis, Md., has its Michelson Hall, and Michelson Road runs through the Navy housing area at Monterey's Naval Postgraduate School (NPS). So what have these young women done to warrant such honors?

Well, the truth is "the Michelson" was their great-great-uncle, Albert A. Michelson, the 19th century Naval Academy graduate who went on to become the first American physicist to win the Nobel Prize. (See March 71 ALL HANDS, pg. 48.)

"I've discovered there are a lot of things the Navy has named after him that I didn't even know about until I joined the Navy," Christine Michelson said. Her sister Kathy, who works in the Supply Department at NPS, didn't know about Michelson Road until she arrived in Monterey. "I wouldn't mind living on that street but it would probably be confusing to the mailman to have a Michelson or two living on Michelson Road," Kathy laughingly added.

Although Albert Michelson was a famous naval officer, there has not been a long Navy tradition in the Michelson family, at least not until Kathy and Christine decided to join. In fact, their father was an Army doctor. But after they both graduated from San Jose State University, they found they liked what the Navy had to offer and decided to make it a career.

One might think the Michelsons, as twins, would get tired of each other's company. And even Kathy and Christine admit lightheartedly, "You do get tired of the same face." But they appear to have a lot in common and both express a desire to serve together

somewhere, preferably overseas. That won't happen any time soon however, since Kathy has only been at the Postgraduate School a short time and Christine is due to begin a tour of duty in Puerto Rico.

These two attractive officers agree on many things, but they do occasionally have differences of opinion. When asked what they think about the possibility of serving aboard ship, Christine said, "I'll try anything the Navy wants to give me and they feel I can do." But Kathy was more cautious. "I think I'm more particular," she said. "I wouldn't want to serve aboard just any ship, say a destroyer for example."

Other than being mistaken for each other, Kathy thinks there are some additional disadvantages to being a twin. "Sometimes people wonder why you don't always do the same things, why you don't carry the twin relationship all the way. Chris isn't a supply officer and she didn't go through Officer Candidate School at the same time I did."

Both women have strong opinions about women's liberation. Of the people Kathy has encountered, most didn't consider women in the Navy to be women's "libbers." "They get the idea that a woman in the Navy is more career-minded than a housewife.

"But they certainly don't think you're going to balk at a man opening a door for you or that you're going to want to do all the things that are commonly thought of as men's jobs."

Christine expressed similar feelings and said some women outside the Navy have gone overboard with their attitudes on women's liberation.

"But you can't really compare them to women in the Navy, I don't really think there is women's lib in the Navy," Christine remarked. "I think we're all just trying to do our jobs as best we can."

Both women agree that the position of women in the Navy is steadily improving. They even think that

someday a woman might command a ship. "We had a tactical trainer at OCS," Christine said. "And I remember one night the women had their own simulated ship and we came out ahead of the men in exercises!"

With that kind of performance women may very well be at the helm some day. And if the Michelson sisters should contribute as much to the world as Albert Michelson did, the day may come when the Navy christens uss *Michelson Twins*.

—Story by JO3 Ray Nielsen
—Photos by JOC Bill Locklar



Facing page: ENFN Cynthia Hanenberger adjusts engine on tug at Naval Station Charleston, S. C. Below: Ensigns Kathy (left) and Christine Michelson talk shop at Kathy's duty station, Navy Postgraduate School, where she is a supply officer. Above: At NPS the twins visit Michelson Road, named after noted physicist Albert A. Michelson, their great-great-uncle.



SEA CADETS



For most boys of high school age, vacation from school this past summer meant days of play, relaxation—or boredom. But for a select group it meant an interesting new experience exploring life in the Navy, ashore and afloat. These youths are Sea Cadets—and they were getting a firsthand taste of sea/shore duty as volunteer members of Navy's "youth corps."

Let's take a look at the experience of a group from the USS Bryce Canyon Sea Cadet Division of North Hollywood, Calif. We'll follow it up with a report on the Sea Cadets and what it takes to join up, plus the advantages of training as a member.

For their "cruise," the North Hollywood Sea Cadets reported to the Naval Air Station Point Mugu surface craft department for a week of on-the-job training in basic seamanship. All between the ages of 14 and 17, they were each assigned to a boat crew and were taught to perform all the duties normally expected of a regular seaman apprentice.

The surface craft department supports Pacific Missile Range operations at Point Mugu with on-the-scene surveillance and assistance in drone recoveries. Their hardware consists of six aviation recovery vessels (AVRs) and two large amphibious landing craft.

Each of the Sea Cadets had a firsthand look at a variety of naval exercises in the sea test range, including the recoveries of target drones, proper transportation of equipment to San Nicolas and Santa Cruz islands and the duties of range clearance. They stood a formal inspection, witnessed the retirement ceremony of a master chief petty officer, and were even put through the Seabee obstacle course.

The end of the week brought nothing but good feelings. "Those young men were great workers," remarked Lieutenant Commander S. T. Sperry, surface craft officer. "We really enjoyed having them aboard and I would be glad to have any of them assigned here when they are old enough to join the Navy."

Members of the Naval Sea Cadet Corps are not only friends of the Navy, but also they may well be the Navy of the future, for they are getting a training head start in the seaman, airman and fireman rates (E-1 to E-3). They are also given a chance to study in various disciplines including oceanography, naval officers' preparatory courses, medicine and construc-

future navymen

tion. Those who can qualify also study the engineering aspects of avionics, nucleonics and conventional power shipboard propulsion.

The Cadet Corps now numbers approximately 6,000 members—nearly twice as many as were enrolled a few years ago. Members range in age between 14 and 17 years. The Corps is federally chartered and is jointly sponsored and administered by the Navy League of the United States and supported by the Department of the Navy.

The purposes of the Sea Cadet Corps are simple. They aim to:

- Develop in young boys an interest and skill in seamanship and seagoing disciplines;
- Inculcate in cadets an appreciation of the Navy's history, customs, traditions and the significance of a modern Navy within the Department of Defense;
- Build in cadets a sense of patriotism, courage, self-reliance and confidence and thereby mold good moral character and citizenship to the enhancement of the quality of the nation's manpower; and
- Raise the prestige of a military career and increase the advancement potential of cadets who may later elect to serve with the Navy.

Becoming a member of the NSCC is relatively simple. Candidates must be recommended without regard to race, religion, or national origin and be male citizens of the United States. They must have attained their 14th birthday but not their 17th by 1 September of the year in which they enter the Corps. Their Navy SBTB/GCT score must be passing and they must pass a medical examination administered by a DOD medical officer. Their high school principal must recommend them and their parents must approve of their membership.

Once a member of the Corps, the new NSC cadet is trained aboard authorized nonclassified Navy shore establishments, ships and planes. The cadets train as seamen, airmen, and firemen according to the U. S. Naval Reserve training curriculum and also in selected educational disciplines arranged by the Bureau of Naval Personnel. Training is conducted by qualified civilian NSCC officers and Navy instructors. To get ahead in the Corps, cadets must pass the standard BuPers advancement-in-rating examinations which are administered by Navymen. The cadets, during their



SEA CADETS

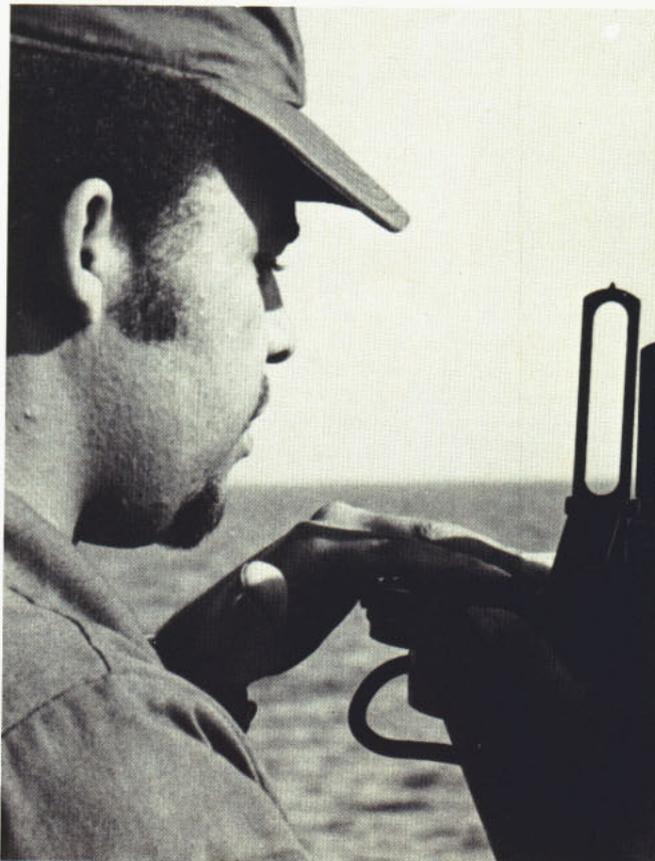
education, learn about water safety, military bearing, personal hygiene, Navy history and traditions, and receive moral guidance. They are also given presentations explaining civilian and military career opportunities during special career counseling periods.

In addition to the academic discipline, sea cadet recruits (E-1) surface divisions, are authorized to attend two weeks of training at San Diego, Great Lakes or Orlando. Cadets in air squadrons are given two weeks of recruit training aboard certain Naval Reserve air stations.

When cadets in both surface divisions and air squadrons satisfactorily complete the academic and practical factor requirements and their two weeks of recruit training, they are advanced to cadet seaman, fireman apprentice or to airman apprentice (E-2). The firemen take their training aboard Fleet and Reserve ships during school holiday periods and summer months. To qualify for NSCC "sea duty," cadets in surface divisions must have successfully completed NSCC E-3 academic curriculum and pass the BuPers E-3 advancement in rating examination. Cadet air apprentices (E-2) take an additional two weeks of intensive Naval Air Reserve squadron practical factor training.

The Naval Sea Cadet Corps also has exchange training seminars in which cadets are instructed in the procedures of allied navies and receive some practical experience with the Canadian navy. Each summer, outstanding cadets from local units are nominated for an exchange program in which cadets from both the east and west coast are given training at Canadian navy installations in the provinces of New Brunswick and British Columbia. Other sea cadets are designated for two weeks of advanced training seminars in the selective fields of oceanography, seamanship, construction, medical and other specialized fields.

Like regular Navymen sea cadets complete Navy correspondence courses. Through these, cadets who wish to obtain additional training in specialized fields for petty officer ratings are authorized to enroll in nonclassified correspondence courses. This program also benefits sea cadets who want to prepare for Navy





officer courses. These cadets are also encouraged to work closely with their high school counselors in developing a solid college preparatory course of study. Additional briefings for cadets by naval officer program administrators are designed to help outstanding cadets to enroll in the U. S. Naval Academy or in one of the universities sponsoring the NROTC program.

Many officers for the Naval Sea Cadet Corps are unpaid civilian volunteers who meet the moral and leadership criteria established by the Corps and the Bureau of Naval Personnel. They are nominated for NSCC warrant commissions by the chairman of the local sea cadet committee and are approved by the Corps' chairman and the Chief of Naval Personnel. Sea cadet officers wear a distinctive modified Navy uniform with special NSCC markings. Most NSCC officers, of course, are drawn from the ranks of Reserve and retired Navymen (both officers and enlisted) who volunteer services.

Both civilian and military segments of our society realize that the objectives of the Naval Sea Cadet Corps are valuable and the continued support of these communities will be necessary if the Corps continues to flourish as it does now and as it has flourished in the past.

The Sea Cadet Corps offers varied opportunities for Navy juniors. For example, if you're in the Seabees, and are stationed anywhere near Port Hueneme—the "home" of the Seabees—you might pass on the word to your son about the Admiral Ben Moreell Seabee Sea Cadet Battalion. It's the first of its kind in the nation.

As you can see, the cadets' training program shows young men of pre-military age what Navy life is all about and the opportunities the Navy offers to a young man. It stands to reason that the future Navyman who was once a Naval Sea Cadet will become a valuable asset to the Fleet and to his country.

Interested in more information on locations of units? Contact the Executive Director, Naval Sea Cadet Corps, 818 18th Street, N. W., Washington, D. C. 20006, or the Chief of Naval Training, Code N-123, Naval Air Station, Pensacola, Fla. 32508.



TRAINING STEVEDORES



A Navy C-130 cargo aircraft suddenly crashes in a remote cornfield in Maryland. Classified electronic equipment and valuable cargo aboard require special salvage handling.

Eleven thousand miles away in the Indian Ocean a naval communications facility is being constructed. Immediate supervision is needed to offload heavy equipment from merchant ships.

In Naples, Italy, a continent away, a half-million-pound-a-month air terminal is suddenly expected to receive four times that amount.

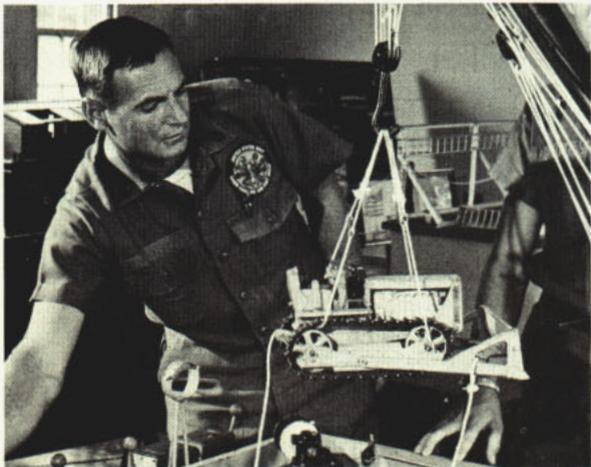
These situations, all true, are typical jobs for the 157-man U. S. Navy Cargo Handling and Port Group at Williamsburg, Va. They provide a variety of worldwide services as the Navy's only "combat stevedores."

"Our main purpose," says Lieutenant Commander Robert L. Rumpf, skipper of the three-year-old command, "is to support amphibious landings, assist shore units in warehousing, study new cargo handling techniques, and provide technical training for ourselves and others."

This specialized training is one of the lesser known capabilities of the unit. Because the Navy Cargo Group requires little notice for worldwide deployment, all of its men, from boatswain's mates to yeomen, must first undergo professional indoctrination and training before being assigned to regular duties.

Cargo handling courses make use of full-scale training models and, for added realism, a 450-foot deactivated commercial cargo ship. Recently, one hold in the ship was converted to simulate a commercial containership as an update to the training.

"We also have a flexible schedule to meet the Fleet's needs," says Lieutenant Dick Elgin. "Because of operating orders and unpredictable in-port time for ships, courses can be restructured for a ship's convenience." Courses taught by eight Navy instructors to classes of up to 25 men are: materials handling (one week)—provides training in the basic technical skills in the operation of cargo handling equipment;



basic cargo handling indoctrination (two weeks)—teaches primary shipboard stevedoring; advanced cargo handling (two weeks)—includes the math of cargo handling along with rigging, shiploading and stowage techniques; and winch training (one week)—designed to provide training in electrical cargo winch operation.

These programs are not only offered to the Navy, but also the Army sends men as do the Coast Guard and the Department of Defense. Naval Reserve Cargo Handling Battalions also receive training at Williamsburg.

But the group's training is not limited to Williamsburg. From the North Atlantic to the Pacific, instructors are expanding their training reach. Mobile training teams, composed of boatswain's, machinist's, and electrician's mates, regularly board ships to train and assist in underway replenishment.

—Story by PH1 J. Francavillo
—Photos by Francavillo and PHAA Kilchens



TRB: CRAFTMASTER & CREW

Just below the water surface of the Caribbean Sea, a U. S. Navy submarine skipper gives the order to fire. The submarine fires a MK 45 torpedo.

In the same Caribbean area, on another day, aboard a U. S. Navy destroyer, men plot a target in the ship's combat information center. Orders are given to launch a MK 46.1.

Throughout the year, these scenes are duplicated on the Atlantic Fleet Weapons Range. This training

provides valuable experience both for the men who will fire the torpedoes and those who retrieve them.

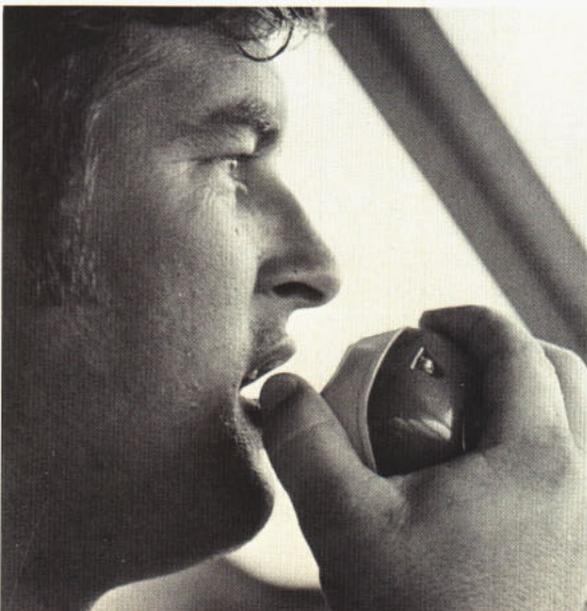
At 0700 an 85-foot torpedo retriever boat (TRB) gets underway from St. Croix, U. S. Virgin Islands. Boatswain's Mate 1st Class George R. Meade, Craftmaster, and his three-man crew prepare to spend the day retrieving torpedoes fired from *uss Batfish* (SSN 681).

The TRB not only recovers torpedoes, but also acts as a target tow ship. A small, bomb-shaped object is connected to an electrical outlet. It is then towed beneath the ocean surface and transmits sounds that are picked up by the submarine.

Craftmaster Meade receives his course heading and speed for the TRB from the Atlantic Fleet Underwater Test Range officer. He follows these orders until the submarine fires.

The test torpedoes have dummy warheads, and are equipped with signaling devices that transmit signals to Range Control. This information is computed, permitting the torpedo's location to be tracked. Information is then relayed to the TRB, advising the crew where the torpedo is located in relation to the boat.

After receiving this information, the TRB changes its course, with all hands on deck scanning the sea for the torpedo. (Test torpedoes float and are paint-





Facing page: Three crewmembers (top) of the torpedo retriever boat (TRB) on the Atlantic Fleet Weapons Range. BM1 George R. Meade (bottom) heads the operation. Left: Wearing civilian cutoffs and tennis shoes because of the wet work, ENFN Charles Duncan checks a torpedo snare. Right: SMSN William R. Hassenmeyer positions a MK 37 torpedo next to the recovery ramp. Below left: Duncan and Hassenmeyer place the torpedo onto the rollers on the recovery ramp. Below right: EN3 Harold C. Shreve views a beautiful Caribbean sunset after a long day's work on the torpedo retriever boat.



ed a bright orange.) Once the torpedo is sighted, the TRB moves in for recovery.

Charles Duncan, an engineman fireman, has the job of lassoing the torpedo, with a large snare made from a steel cable, 15 feet of rope, and a 10-foot pole. Standing on a special platform at the rear of the TRB, he expertly manipulates the snare and lassoes his fish.

The securing rope is now passed on to William R. Hassenmeyer, a signalman seaman. Operating directly below Duncan on the after ramp of the TRB, he pulls the torpedo into a position that allows it to be hooked by the boat's winch. The winch transports it to the upper deck, where it must be tied down.

All this time, Craftmaster Meade has been maneuvering the TRB at the after steering controls. It's an intricate job, because the TRB must get close to the torpedo to permit it to be lassoed, and then must be kept steady while the torpedo is being pulled aboard. A mistake can cause the boat to go over the torpedo and damage it or perhaps even sink it.

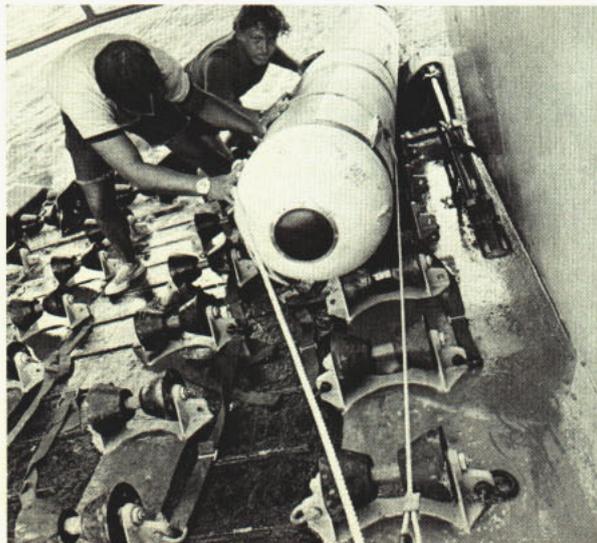
After recovery operations are completed, the TRB gets a new range assignment and becomes a target tow ship again. This is repeated over and over—during the day's operations, six torpedoes are recovered.

It's a full day. Some 10 hours later, Craftmaster Meade and his crew head back for St. Croix. Tomorrow the TRB will transport the six torpedoes 60 miles to the U. S. Naval Station Roosevelt Roads, Puerto Rico. There they will be unloaded and returned to the Atlantic Fleet Weapons Range Torpedo Shop for a check—and repairs, if necessary.

Says Meade, "To me it is a great feeling to be in charge of my own boat. Away from my home base, I'm in charge. I'd have to say this is the best job I've had in the Navy."

Meade's crew agree that this is choice duty. The four men involved all feel that they are accomplishing something on their own, which provides them with the satisfaction of a job well done.

—Photos by PHC C. L. Bassi





JOHNNY ON THE SPOT

Lieutenant (jg) John Schrot has a different kind of assignment, one you probably wouldn't spot in a lifetime of the usual Navy career pattern.

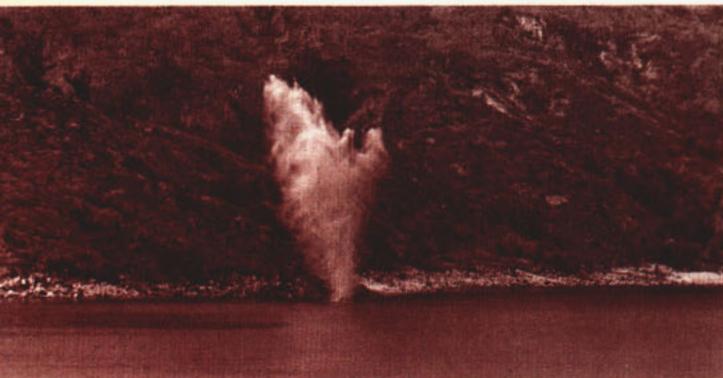
"When people ask me what I'm doing and I tell them I'm at Naval Gunfire, they get this questioning look on their faces. 'What's that?' they want to know."

"It's the common reaction," says the officer in charge of the Naval Gunfire School at Subic Bay in the Republic of the Philippines.

Naval Gunfire is something of a misnomer. On one hand, naval gunfire is the actual firing of the gun. On the other hand, a Naval Gunfire spotter directs naval gunfire from a ship to a target and, when necessary, in support of troops. Both are lumped under the term of Naval Gunfire.

Basically, there are two types of naval gunfire spotters: airborne spotters (called air observers) and ground spotters. "The air spotters can cover a much larger area of observation and are not hampered by terrain features blocking their line of sight," says his assistant, Marine Gunnery Sergeant William Fritter.

Above left: LTJG John Schrot communicates with a firing ship from a hilltop observation post. Above right: Teamwork is essential as LTJG Schrot and Marine SGT Glenn Jeans handle observations. Left: Shells fired from the big shipboard guns (below) hit pre-determined targets along the Philippine coastline. Below: Marine ground spotters can quickly adjust falling rounds onto the target by relaying information by way of field radios.



"The ground spotter, however, has the advantage of being closer to the target and therefore it is more difficult for the enemy to conceal himself."

The airborne spotter simply flies over an appointed area, spies his target and initiates the gunfire mission over his radio. The ground spotter normally accompanies an infantry unit and calls for fire to support that unit.

The peacetime mission of Naval Gunfire is to maintain a status of readiness through training exercises and classroom instruction for the Navy's ships and the men who direct the weapons. "We have to be ready for any eventuality," according to LTJG Schrot. "The key is flexibility."

During times of conflict, the general mission of Naval Gunfire Support, in conjunction with other arms, is to destroy or neutralize enemy forces. These enemy forces pose a threat to approach of ships and/or aircraft into the objective area. They also oppose the landing and hinder the advance of allied troops in an amphibious landing on enemy-occupied ground. This concept seems to be in direct conflict with long-established notions that naval guns are used specifically against enemy ships. As long ago as World War I the emphasis on the use of naval guns was turning from use against ships to that of bombarding shore targets and supporting troops.

Depending upon experience, a course of instruction in Naval Gunfire can be as long as seven weeks and as short as two weeks. The longer course is designed for inexperienced personnel, while the shorter consists of review to reinforce learned skills.

"Course material is nothing more than basic, general military subjects," Gunny Fritter says. These subjects, such as map reading, communications and Naval Gunfire, are studied in great detail. Two schools in the United States—one in Little Creek, Va., and another in Coronado, Calif.—provide specialized comprehensive training for the prospective spotter.

A device called the "puff board" is used in simulating spotting of naval gunfire. The "puff board" is nothing more than a scale model of a coastal land mass. Complete with hills and valleys, trees, streams, and populated and beach areas, this miniature terrain board represents an area of land that a student might encounter during an actual mission. The board is also used to instruct students on calling in air strikes.

Operated electrically and divided into map grid squares, this miniature board puffs smoke when a "hit" is recorded, thus enabling a student to see the location of his hit in relation to the target and to correct his adjustment of fire onto that target. The student also learns to identify different types of field communications gear. Whereas one piece of equipment is used to talk to a ship, another is used specifically to talk to an aircraft. Deviation from established radio procedures could mean compromising a mission and possible capture by the enemy.

Concerning communications, a student must know how to call a ship and then use the established "call for fire" over the radio. The "call for fire" encompasses two distinct steps. As stated previously, the

spotter must properly alert the ship of an impending fire mission. Once the fire mission has started, the spotter must adjust the falling rounds onto the target quickly and accurately. This is called the adjustment of fire.

"Experience, to me, is the best teacher," Gunny Fritter says. "You can go through schools and spend many, many hours on the 'puff board,' but unless you actually get out and fire live rounds, you really don't get the total feel for Naval Gunfire. You just don't get enough practice."

Practical experience in this case is called a FIREX. A FIREX is a graded field exercise when a novice spotter is taken out to a firing range and allowed to call in fire from a ship to a practice target. This not only gives him practice in giving the call for and adjustment of fire, but also it affords the chance to practice communication and employ his skill in locating targets on his relief map with a compass.

A ship and its guns are highly mobile, accurate and devastating weapons. Naval guns have a high muzzle velocity and a rapid rate of fire. "Man, I had 10 rounds on the way before I knew what was happening," said former instructor Staff Sergeant Terry Taylor, speaking of the new 5-in/54-caliber gun after a mission over the U-Minh Forest in the Mekong Delta just before the Vietnam ceasefire.

Due to budget and manpower considerations, the number of exercises has been reduced, leading to fewer qualified personnel. The teamwork suffers under these conditions, too. "Once-a-year qualification is simply not enough," LTJG Schrot says.

The team members are a pretty closely knit group. The Navy and Marine Corps work as a team—one as important as the other. Devotion to duty and camaraderie run high. "There is no room for one-upmanship here," says Marine Sergeant Glenn Jeans. "We work as a team."

It is generally accepted that people involved with naval gunfire are a pretty select group. "Not just anybody can be a spotter," Gunny Jeans says. "You not only have to know how to spot, but have to see 'the big picture.' You have to know when the tactical situation is changing and why. A mistake could be very costly."

Except for stateside duty, men who work with Naval Gunfire serve unaccompanied tours in places like Subic Bay and Okinawa. It's a lonely business and one never seems to get used to it. And now, with the advent of vertical envelopment tactics, missiles, and close air support, "We might just find ourselves out of a job," Gunny Fritter says.

The future may not be all that foreboding, however. "Everyone said after World War II that naval guns were a thing of the past," LTJG Schrot says, "then look at what happened in Vietnam. They even brought the battleship *New Jersey* with her 16-inch guns out of mothballs. The Navy is now testing lightweight, 8-inch guns. I don't think they are on their way out at all."

—Story by LTJG John Young
—Photos by PH1 E. George Norris

● NEW INSIGNIA TO BE DESIGNED FOR THOSE QUALIFYING AS SWOs

The Secretary of the Navy has approved the development of a special insignia for officers qualified or who will qualify for the surface warfare officer (SWO) 1110 or 1115 designator. Officers can qualify for the designator on the basis of new comprehensive standards developed by the Atlantic and Pacific fleet commanders. Specifics are contained in BuPers Manual article 1410270. The new insignia will be worn in the same manner as aviators' wings or submariners' dolphins. Design possibilities for the device itself are currently being studied; the pin, therefore, will not be available for quite some time.

● SANCTUARY TO MAKE NAVY SPECIAL CRUISE WITH MIXED CREW

USS Sanctuary (AH 17), the Navy's only commissioned ship to include women in her crew members, has deployed from Alameda, Calif., on a special

NEW BASIC PAY SCALE

(including increase effective 1 OCT 1973)

	Under 2 Yrs	Over 2 Yrs	Over 3 Yrs	Over 4 Yrs	Over 6 Yrs	Over 8 Yrs
0-10 Admiral	\$2564.10	\$2654.40	\$2654.40	\$2654.40	\$2654.40	\$2756.10
0-9 Vice Admiral	2272.50	2332.50	2382.00	2382.00	2382.00	2442.30
0-8 Rear Admiral (Upper Half)	2058.30	2120.10	2170.50	2170.50	2170.50	2332.50
0-7 Rear Admiral (Lower Half)	1710.00	1827.00	1827.00	1827.00	1908.30	1908.30
0-6 Captain	1267.20	1393.20	1483.80	1483.80	1483.80	1483.80
0-5 Commander	1013.70	1191.00	1272.90	1272.90	1272.90	1272.90
0-4 Lieutenant Commander	855.00	1040.40	1110.60	1110.60	1130.40	1180.80
0-3 Lieutenant	794.40	888.00	948.90	1050.30	1100.40	1140.00
0-2 Lieutenant (Junior Grade)	692.40	756.60	908.70	939.00	958.80	958.80
0-1 Ensign	600.90	625.80	756.60	756.60	756.60	756.60
0-3 Credited with over 4 yrs' active service as enlisted members	.....	.....	.....	1050.30	1100.40	1140.00
0-2	.....	.....	.....	939.00	958.80	989.10
0-1	.....	.....	.....	756.60	807.60	837.90
W-4 Chief Warrant Officer	809.10	867.90	867.90	888.00	928.00	969.30
W-3 Chief Warrant Officer	735.90	798.00	798.00	807.60	817.50	877.50
W-2 Chief Warrant Officer	644.10	696.60	696.60	717.00	756.60	798.00
W-1 Warrant Officer	536.70	615.60	615.60	666.60	696.60	726.90
E-9 Master Chief Petty Officer	.....	.....	.....	.....	.....	.....
E-8 Senior Chief Petty Officer	.....	.....	.....	.....	.....	771.30
E-7 Chief Petty Officer	538.50	581.10	602.70	623.70	645.30	665.70
E-6 Petty Officer 1st Class	465.00	507.30	528.30	550.20	571.20	592.20
E-5 Petty Officer 2nd Class	408.30	444.60	465.90	486.30	518.10	539.10
E-4 Petty Officer 3rd Class	392.70	414.60	438.60	473.10	491.70	491.70
E-3 Seaman, Etc.	377.70	398.40	414.30	430.50	430.50	430.50
E-2 Seaman Apprentice, Etc.	363.30	363.30	363.30	363.30	363.30	363.30
E-1 Seaman Recruit, Etc.	326.10	326.10	326.10	326.10	326.10	326.10

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goodwill mission to Buenaventura, Colombia, and Port Au Prince, Haiti. The ship's medical facilities will be made available to the people of those countries. Additionally, a 13-man Seabee team is embarked to provide technical assistance to local people in public works projects. Sanctuary will end the cruise in mid-December when she arrives at her new homeport--Mayport, Fla.

• FROCKING FOR E-7, E-8, E-9 SELECTEES CONTINUES

The Chief of Naval Operations has ordered a continuation of the "frocking" program for E-7, E-8, and E-9 selectees. This order applies to those selected by the March 1973 board for E-8s and E-9s, the January 1973 (inactive Reserve) and February 1973 (active duty) advancement examination, and the January 1973 meritorious advancement board for E-7s. "Frocking" is a command voluntary process allowing persons selected for a higher rate to wear the

Over 10 Yrs	Over 12 Yrs	Over 14 Yrs	Over 16 Yrs	Over 18 Yrs	Over 20 Yrs	Over 22 Yrs	Over 26 Yrs	Over 30 Yrs
\$2756.10	\$2967.30	\$2967.30	\$3000.00	\$3000.00	\$3000.00	\$3000.00	\$3000.00	\$3000.00
2442.30	2543.70	2543.70	2756.10	2756.10	2967.30	2967.30	2967.30	3000.00
2332.50	2442.30	2442.30	2543.70	2654.40	2756.10	2866.80	2866.80	2866.80
2019.30	2019.30	2120.10	2332.50	2492.70	2492.70	2492.70	2492.70	2492.70
1483.80	1483.80	1534.20	1776.90	1867.80	1908.30	2019.30	2189.70	2189.70
1311.90	1381.80	1474.20	1584.60	1675.80	1725.90	1786.80	1786.80	1786.80
1260.90	1332.30	1393.20	1453.80	1494.00	1494.00	1494.00	1494.00	1494.00
1201.20	1260.90	1291.80	1291.80	1291.80	1291.80	1291.80	1291.80	1291.80
958.80	958.80	958.80	958.80	958.80	958.80	958.80	958.80	958.80
756.60	756.60	756.60	756.60	756.60	756.60	756.60	756.60	756.60
1201.20	1260.90	1311.90	1311.90	1311.90	1311.90	1311.90	1311.90	1311.90
1040.40	1080.60	1110.60	1110.60	1110.60	1110.60	1110.60	1110.60	1110.60
867.90	898.50	939.00	939.00	939.00	939.00	939.00	939.00	939.00
1009.50	1080.60	1130.40	1170.60	1201.20	1241.10	1282.20	1381.80	1381.80
928.50	958.80	989.10	1018.80	1050.30	1090.50	1130.40	1170.60	1170.60
828.00	858.00	888.00	918.90	948.90	979.20	1018.80	1018.80	1018.80
756.60	787.50	817.50	847.80	877.50	908.70	908.70	908.70	908.70
919.20	940.20	961.50	983.70	1005.30	1025.10	1079.10	1183.80	1183.80
792.90	813.90	835.20	856.80	877.20	898.80	951.30	1057.50	1057.50
686.70	708.30	740.40	761.10	782.40	792.90	846.00	951.30	951.30
613.50	645.30	665.70	686.70	697.50	697.50	697.50	697.50	697.50
560.70	581.10	592.20	592.20	592.20	592.20	592.20	592.20	592.20
491.70	491.70	491.70	491.70	491.70	491.70	491.70	491.70	491.70
430.50	430.50	430.50	430.50	430.50	430.50	430.50	430.50	430.50
363.30	363.30	363.30	363.30	363.30	363.30	363.30	363.30	363.30
326.10	326.10	326.10	326.10	326.10	326.10	326.10	326.10	326.10

uniforms and enjoy the privileges of that rate without increase in salary.

- CANDIDATES FOR CPO

In the MCPON column published in the September 1973 issue of ALL HANDS the Master Chief Petty Officer of the Navy discussed selection board proceedings for advancement to E-7. The report contains the following statement: "As currently planned, only the top 50 per cent of those who pass the written examination will actually be considered for advancement by the board." This sentence should read: "Actual policy will be for the board to review for selection the top 50 per cent of all who take the written examination".

- CONVERSION TO NEW PAY SYSTEM ON REVISED SCHEDULE

In line with a new schedule, all enlisted leave records are expected to be converted to the new Joint Uniform Military Pay System (JUMPS) by 1 Dec 73. The Navy JUMPS was developed to provide centralized computation and maintenance of pay and leave accounts, monthly notification of leave and pay due each member and for the collection and reporting of valid and current military pay related data.

- NAVY EQUAL OPPORTUNITY MANUAL PUBLISHED

The Navy has issued a formal instruction which spells out what actions a member of the Navy can take if he or she feels discriminated against when trying to secure housing in the civilian community, and what actions the Navy will take when one of its people files a complaint about the discrimination. The off-base housing discrimination provisions are part of the new manual which prescribes the policies and procedures to be followed to ensure fair treatment in all aspects of Navy life. The manual, published as OpNav Instruction 5350.1, is being distributed to all commands.

Equal opportunity was also the subject of a special Navy conference held in Washington in September. The conference brought together the commanding officers of some thirty major Navy bases and shore installations and representatives of the Naval District Commandants to discuss in particular off-base housing. The meeting included representatives of the Department of Housing & Urban Development (HUD) and Department of Justice.

- ADMIRAL ZUMWALT RECEIVES 34TH DORIE MILLER AWARD

Admiral Elmo R. Zumwalt Jr., Chief of Naval Operations, has been awarded the 34th annual Dorie Miller Award in recognition of the equal opportunity programs the Navy has developed since he has been CNO. The award is presented by the Dorie Miller Foundation, which was established in 1943 to honor Miller, a black sailor who won the Navy Cross for heroism during the battle at Pearl Harbor. ADM Zumwalt said he accepted the award "in the name of all those who have made it possible for the Navy to make great progress with regard to integration at all levels and removal of all elements of discrimination."

- BUMED AND ONR SPONSOR EXTENSIVE SHIPBOARD LIFE STUDY

More than 20 ships and 7000 people are involved in an extensive study

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of life aboard Navy ships. The study, sponsored by the Office of Naval Research and the Bureau of Medicine and Surgery, is aimed at firsthand analysis of the effects of various shipboard conditions on health, morale and crew effectiveness. Findings of this three-year study will be used in personnel training programs, forecasting and prevention of drug abuse, health care delivery, possible changes in leadership structure, selection and assignment, and the design of work and recreation areas.

- NEW RULES TIGHTENED FOR OFFICER AUGMENTATION REQUESTS

The Bureau of Naval Personnel has announced that Reserve unrestricted line officers requesting augmentation into the Regular Navy must complete at least 12 months of active duty service before submitting applications. This action has been taken to assure that those applying have adequate operational experience before they augment. Duty under instruction does not count toward this 12-month period. Further information about augmentation can be found in article 1020120 of the BuPers Manual.

- NEW SYSTEM DESIGNED TO PROVIDE ENVIRONMENTAL INFORMATION

The Navy has set up an Environmental Protection Data Base program designed to gather, analyze and make available to Navy commands environmental protection information. The single, centralized data base will support ships, aircraft and shore installations in efforts to meet goals of the Navy's environmental quality program. Data is expected to be collected on pollutants of all kinds, including oil, sewage--solid, chemical and industrial wastes--combustion products and noise as all affect the environment.

- MIDWAY ACHIEVES P.U.C. FOR VIETNAM EFFORT

USS Midway (CVA 41) has been awarded the Presidential Unit Citation for "extraordinary heroism and outstanding performance of duty in action against enemy forces in Southeast Asia" from 30 Apr 1972 to 9 Feb 1973. The citation further states that Midway, along with Carrier Air Wing Five, "played a significant role in lifting the prolonged sieges at An Loc, Kontum, and Quang Tri, and in carrying out the concentrated aerial strikes against the enemy's industrial heartland which eventually resulted in a cease fire."

- CNT NOW CNET, REFLECTS NEW OFFICE FUNCTIONS

The title of the Chief of Naval Training has been changed to Chief of Naval Education and Training, denoting the expansion of the responsibilities of the office. The word "education" has been added to the title to show that CNET heads all the Navy's education and training programs, except medical and some afloat fleet training. In addition to his responsibility for the NROTC, NJROTC, postgraduate education and dependents' education programs, CNET has responsibility for the new "Navy Campus for Achievement" program.

- GOT AN OLD UNIFORM? GIVE IT TO THE SEA CADETS

Navy men E-6 and below who wish to rid themselves of their old uniforms may donate them to the Naval Sea Cadet Corps. To do so, contact the nearest Naval Reserve Center, Air Reserve Activity or Navy recruiter.

from the desk of the Master Chief Petty Officer of the Navy

'New Evaluation Report'



MCPON JOHN D. WHITTET

Beginning this month, 1st and 2nd class petty officers have a new performance evaluation report. The new "eval" (NavPers 1616/18) together with its accompanying instruction (BuPersNote 1616 of 16 Aug 1973) replaces the old NavPers 792 performance evaluation system.

Having sat on the meritorious promotion board and the master and senior chief petty officer selection boards for the past three years, I realize how badly we needed a change in our 1st and 2nd class evaluation procedures. Marking trends on the old 792 form were so inflated that it was difficult to differentiate between mediocre and truly outstanding performance, particularly in the higher pay grades. Almost 90 per cent of our master chief petty officers had 4.0 averages.

Moreover, the old evaluation report did not provide an opportunity to analyze fully important individual characteristics such as individual productivity and equal opportunity achievement. By contrast, the new "eval" has a total of 11 different performance categories.

Grading is accomplished by the use of a three-letter code which replaces the familiar 4.0 scale. With the cooperation of reporting seniors, the new evaluation report is designed to shift the average performance mark back to the center of the spectrum where it belongs. Its special format suggests, but does not necessarily require, the ideal "bell shaped" marking distribution curve. It also is designed to reduce the tendency raters often have to compare an individual with the whole Navy rather than his or her particular rate group contempo-

raries.

Patterned after the optical character recognition (OCR) evaluation reports for master, senior and chief petty officers, the new 1st and 2nd class "eval" is compatible with computer and data storage systems here in BuPers. This permits more timely application of data and virtually eliminates the need for manual computations such as the need to compute performance averages for advancement and reenlistment purposes. Having OCR computer capability also gives individual commands a direct input to detailers. Individual performance marks are included in enlisted assignment documents and detailers can "ask the computer" for advice on assignments.

Furthermore, with the new automated form, we now have the capability to evaluate the evaluator by monitoring marking habits. Statistical reports, which show command marking practices, are prepared for each command and, if necessary, by social security number on individual reporting seniors. This information is then provided to various selection boards. This fact should be reassuring to those who feel victimized by the peculiar habits of individual reporting seniors.

Admittedly, as an OCR form, the new report requires meticulous preparation, but to help offset this disadvantage, 1st and 2nd class petty officers will be evaluated annually rather than semiannually—a step which should not be detrimental because of the increased effectiveness of the new form. Most of the new form can be completed with a regular typewriter. The new worksheet (NavPers 1616/18W) should also have a simplifying effect.

A great deal of analysis and testing has gone into the development of the new 1st and 2nd class "eval." During last year's MCPOF/MCPOC conference held here in Washington, D. C., the delegates were thoroughly briefed on the subject and they recommended a number of changes which were incorporated into the form.

I have reviewed the new evaluation form in detail and I heartily endorse it. I recommend to all supervisors and senior petty officers that you build a general military training session around BuPers-Note 1616 of 16 Aug 1973 and educate your men and women on the advantages and the necessity of this new evaluation.

In the long run, it is going to be much better than the old system. It will go a long way towards insuring the reenlistment of only the very best and the selection of the most qualified for special programs, particular billets and advancement in rate—as well as giving a more accurate record of individual performance.

PRISE PROGRAM: A SECOND CHANCE

Some Navy career men and women keep in touch with former shipmates who decided to accept a discharge and venture elsewhere, and only too often there are a few who wish today they had decided otherwise and perhaps made the Navy their career.

If you know of such an individual, next time you get in touch, tell him about the Navy's new PRISE Program. Basically, it's a pilot program through which the Navy is offering certain naval veterans an opportunity to reenlist in the regular Navy for four, five or six years under broken service conditions with the bonus of selecting choice of sea duty—ship, port, coast and country.

There's more.

Applicants reenlisting for six years have the additional option of selecting an initial tour of shore duty in the geographic area of their choice.

All applicants must agree to be ready to reenlist within 48 hours upon being notified that a billet matching their preference is available.

How can your friend qualify?

To begin with, the navy veteran must have been separated from active duty for more than three months, but not more than four years. Furthermore, he must be eligible to reenlist as a petty officer or designated striker and must have a reenlistment code RE-RI or RE-1 (he should have been informed of his code status when separated). Here's an additional important factor: he must also be reenlisting in a rating and paygrade CREO category A or B of the current Open Rates/Skills list. Up-to-date information on the list is available at Navy recruiting offices.

Another new reenlistment option is the PRISE II—Second Chance—Program. The PRISE II Program is essentially an extension of the Navy's School Guarantee Program to broken service former Navy reenlistees or enlistees from other military services. Those signing up under PRISE II enter at paygrade E-3 and attend Class "A" school in a rating other than that held during their last period of active duty.

The PRISE programs are an attempt to offer a broad package of reenlistment incentives to both Navy and other armed service veterans, as the Navy continues to seek highly qualified individuals to man its highly sophisticated, complex ships and installations.

New Military Exchange Opens in Pearl; Complex Has Two Acres of Sales Area

If you're about to begin a tour in Hawaii, you shouldn't have to look too far to find the new military exchange that just opened up in Pearl Harbor. The new complex has two full acres of sales area and a parking lot that can hold over 1400 cars.

Built at a cost of \$2.3 million, the exchange is

stocked with six million dollars worth of goods. It is the world's largest single-floor military exchange and is located on Plantation Drive.

The new structure consolidates parts of both the Submarine Base and Naval Station exchanges, those parts now being used for "ship's stores" facilities.

Double Sea Duty Credit Is Among Many Benefits for Antarctic Program Volunteers

Volunteers for the 1974-75 U. S. Antarctic Program—Operation Deep Freeze—should submit their applications in time to reach the Chief of Naval Personnel (Pers 5021) by 1 Dec 1973. It's a unique assignment, rich in benefits and opportunities, and the Navy now needs a wide range of skilled people to do the job down on the bottom of the earth.

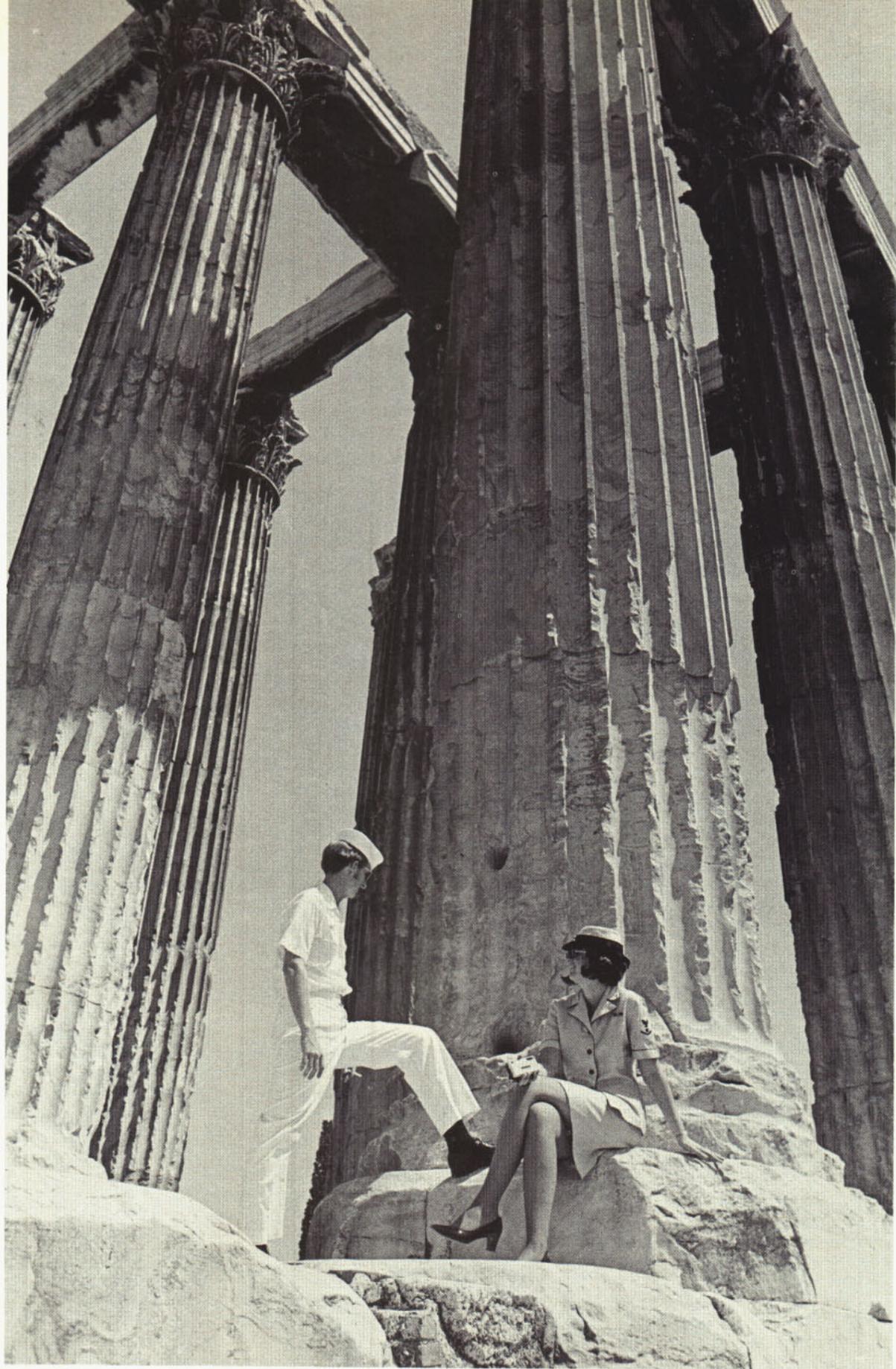
As outlined in BuPersNote 1300 of 16 Aug 1973, serving with Operation Deep Freeze will get you double sea duty credit; a seven-day R&R period in Christchurch, N. Z.; wherever possible, dependents may remain in Navy housing in CONUS in which they reside when you leave. When the job is done and you're eligible for sea duty, you are guaranteed your choice of coast. If you're going ashore, you'll be guaranteed one of two naval districts of your choice.

That's not all. If you're going to sea by the time Deep Freeze is over, you won't be assigned to a unit scheduled for other than local operations within three months of your reporting date. While you're in Antarctica, you will be eligible to participate in the Program for Afloat College Education (PACE) and may enroll in up to six accredited undergraduate college-level courses. You may also participate in the Savings Deposit Program, earning 10 per cent annually.

Officers needed for Deep Freeze include: 11XX/13XX CDR (CO DET ALFA/OIC McMurdo); 110X LT/LTJG (XO/Pers/Admin/Comm); 210X LCDR/LT (including flight surgeon—previous surgical experience and prior active duty desirable); 310X/370X LT/LTJG (Supply/disb); 410X LT; 510X LT/LTJG (OIC Inland Station; 849X CWO2/3 (Public works).

Petty officers from almost all paygrades of the following enlisted ratings are needed. In addition, NECs are listed beside some of the ratings to designate some of the specific needs of the wintering-over party: AC, AG (7412, 7414), BU, CE, CM, CS ("B" school grad), HT, DK, EA, EM, EO, ET/ETN (1525, 1527, 1577, 1581), HM (8417, 8424, 8425, 8483), MR, PC, PN, RM (2304, 2342), SK (2815), SH (3112, 3122, 3142, 3154), SW, UT, YN (2516).

Applicants must have been at their present duty stations for two years if at sea and one year on board any other duty station, be obligated for service until December 1975, and have maintained a record reflecting sound moral character and professional dedication. All candidates must meet rigidly enforced physical standards.



Hellenic Holiday

Athens—beauty, history, culture. But above all, it's fun, especially for the Navy man and woman visiting Greece. Peaceful seascapes, stunning sunsets over ancient ruins, and a modern cosmopolitan city, all blend together to offer something for everyone's interests.

When Dinah Richmond, a personnelman 3rd class, and Dean Sellers, an aviation structural mechanic airman, were temporarily assigned to Athens from Rota, Spain, they spent many of their off-duty days and hours touring the city. But, to really know Athens, "You've got to get out and mix with the people," Dinah said.

Within walking distance from the center of Athens, one can explore the Acropolis with its famous Parthenon and look out over the city from the Monument of Philopapas. Directly below the Acropolis is Plaka, the old city of Athens. Here in the narrow alleys and twisting byways the adventuresome can find tiny antique shops, typical Greek taverns and out-of-the-way restaurants. Bouzouki music is played into the early morning hours.

Downtown, the two travelers suggested visiting

the ruins of the Temple of Zeus, the Syndagma Square, and seeing the changing of the guard at the Unknown Warrior's Tomb on the grounds of the Parliament Building. Only minutes from downtown, they found covers and beaches, where one can swim in the calm waters at any time during the long summer months.

For the culture seeker, Greek dramas are presented annually in the ancient amphitheater of Herodes Atticus. On alternate evenings there are concerts of classical music performed by world-famous orchestras led by internationally recognized conductors. In other theaters nearby, performances of traditional Greek folk dances, classical ballet and modern interpretive dances take place throughout the year. Theaters and movie houses in Athens also offer current American films, plus European films which are rarely distributed to American theaters.

Beyond the city, Dinah and Dean have found that Athens is a good starting point for many fascinating and inexpensive tours. More than half a dozen agencies offer bookings on bus and ferry tours to the Greek Drama Festival Epidavros, the ancient cities of Mycenae, Corinth and Delphi and the islands of the Ionian and Aegean Seas.

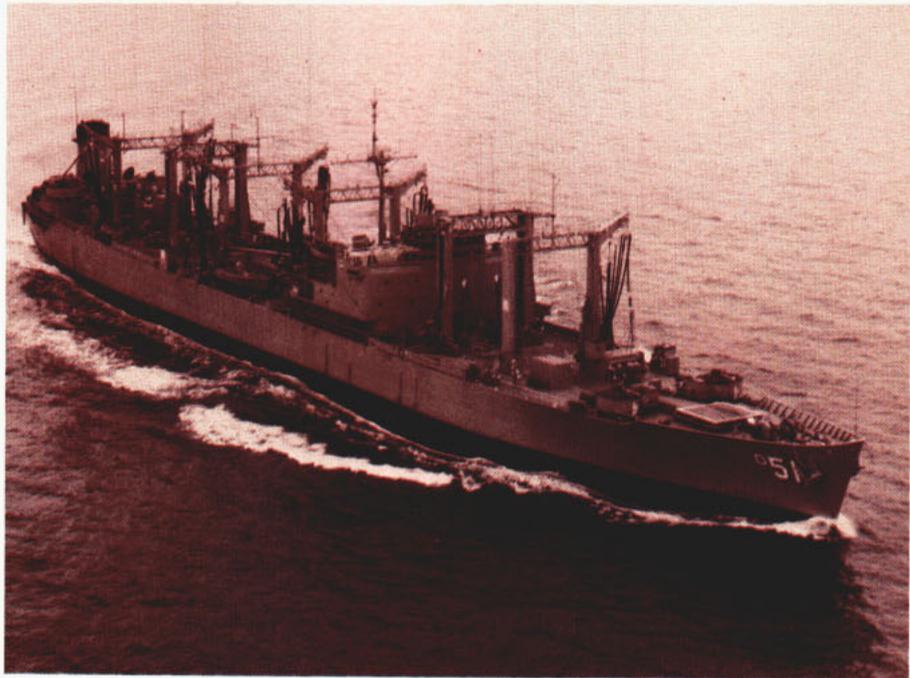
"All one needs to travel in and around Athens," Dinah says, "is a spirit of adventure, an open mind, and a Greek phrase book."

AMAN Dean Sellers and PN3 Dinah Richmond visit the ruins of the Acropolis (left and below) and tour downtown Athens including the Tomb of the Unknown Warrior (below, right).



Happy 30th Anniversary

USS ASHTABULA (AO-51)



Few ships of the U. S. Navy can boast of passing 30 years' continuous service to the fleet, but *uss Ashtabula* (AO 51), still going strong in 1973, recently celebrated this anniversary. At a cake-cutting ceremony held onboard for all hands, Captain R. A. Dickins, *Ashtabula's* commanding officer, read a message from Admiral E. R. Zumwalt, Jr., Chief of Naval Operations, praising *Ashtabula's* vital support to the Fleet and expressing the fact that she "... has always responded to the Navy's needs with energy and ingenuity."

Captain R. A. Bowling, ComServGru ONE, presiding over the cutting of a special cake, expressed his pride in *Ashtabula's* long history of service to the Fleet.

Originally commissioned on 7 Aug 1943, the fleet oiler *Ashtabula*, affectionately known as the Flying "A" or "Bula," is the first ship of the fleet named in honor of the Ashtabula River which runs through northern Ohio, and also honors the city of Ashtabula, Ohio. The "old" *Ashtabula* plied the waters of the Pacific for over a quarter of a century, winning 15 battle ribbons in World War II, the Korean conflict and the Vietnam hostilities. A highlight of her World War II service occurred during the battle of Leyte Gulf in the Philippines. The ship was torpedoed, and miraculously no personnel were injured or fires resulted. Despite a hole 34 by 24 feet in her port side, through superb damage control efforts, *Ashtabula*



corrected a 14-degree list and continued operations—and the very next day shot down an enemy plane returning for the “kill”!

The “old” *Ashtabula* became the “new” *Ashtabula* at the start of her second quarter-century of service as the first and only ship of her type in the Pacific Fleet. During conversion in March 1968, a 400-foot midsection, built entirely new from keel to radar antenna, was inserted and welded between the original bow and stern, replacing the old 310-foot midsection. Her liquid cargo capacity was increased to well over 6.5 million gallons. The ship’s capability to carry dry, frozen or ship’s store provisions and ammunition was added, and four STREAM cargo transfer stations were installed. These and other features make *Ashtabula* virtually a new ship whose multiproduct capabilities are invaluable to today’s Fleet. Since her conversion, *Ashtabula* has completed three WestPac

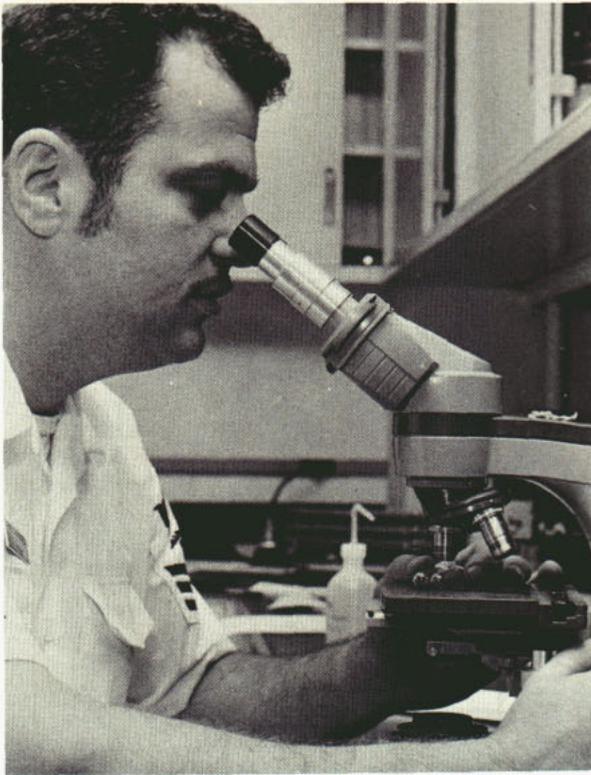
cruises, her most recent being a 10-month extended deployment during which she replenished over 380 ships.

After a prolonged yard period during the fall of 1972, in which her fireroom was converted to accommodate the burning of naval distillate fuel, *Ashtabula* resumed her duties in the eastern Pacific. She provided services to a task unit of destroyers making the long transit from Southeast Asia to their home port on the Atlantic Coast. In addition, *Ashtabula* had the honor of providing UNREP services to *uss Sanctuary*, the first such services to be provided to a United States Navy ship with a “coed” crew.

After providing replenishment services throughout August in the eastern Pacific, *Ashtabula* will once again be deploying to WestPac where she will continue to add to her already proud history of service to the Fleet.



Above: The “old” *Ashtabula* (AO 15) during underway replenishment services prior to her 1968 jumboization. **Left:** *Ashtabula* providing underway replenishment services to *USS Bon Homme Richard* (CVA 31) and *USS Thomason* (DD 760).



Make an investment
to be proud of -
at the Navy

BLOOD BANK

As valuable and useful as whole blood is, it can be considered a national resource just as are the nation's supplies of grain, lumber and oil. Each of these supplies are unrefined when obtained, and must be processed to be used. Blood, too, must be processed to achieve its full usefulness—and as with any commodity it must be constantly replenished.

To accomplish this, most naval hospitals have their own blood banks, with an accompanying blood donor center. The smaller naval hospitals rely to a great extent on the larger naval hospitals to provide them the necessary blood supplies. With more communication and cooperation between hospitals today, it is proving to be more economical to exchange blood as needed between other military hospitals so that the blood needs are met.

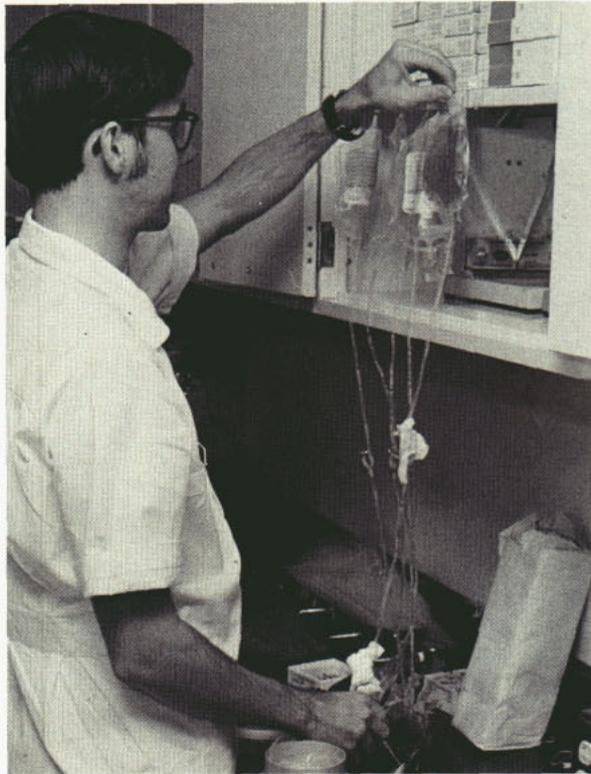
Let's take a look at the internal working of one of the blood banks in a Navy community, for example the one in operation at Naval Hospital, Memphis.

To help accomplish its job, it relies on donors, with donations taken on a regular basis. As the blood bank must assist in meeting the needs of military personnel and their dependents, donors are frequently sought from the various Naval Air Technical Training Center schools at Memphis, depending upon the blood type needed. Approximately 80 units are collected each week.

While the needs of local military personnel and dependents are of prime importance, the usefulness of blood does not stop there. The whole community benefits. But there is a great deal more to it than the donating and storing of blood.

After the last donor has been seen, the work of the blood bank personnel has just begun. Each unit of blood must be tested to determine the ABO group, Rh factor, presence of rare antibodies, and absence of hepatitis or other infectious diseases.

Timeliness is of utmost importance in processing blood, the shelf life of whole blood being 21 days. Most blood that is collected within Navy is "fractionated" into several components to be used in treatment of more than one patient. This is accomplished through a process whereby the more dense



Top: HM1 John Saucier uses the microscope in cross-matching blood. Above: HM2 Michael Evers in the process of blood fraction production.

red blood cells and other material are separated from the remainder of the blood through rapid spinning in a refrigerated centrifuge.

The first component removed from the blood is platelets. These are fragile microscopic elements which are a vital part of the clotting mechanism in "normal" individuals.

A deficiency or absence of platelets is a characteristic of leukemia. The naval hospital blood bank prepares approximately 25 units of platelets each week—to be used at a children's research hospital in Memphis in the treatment of leukemia patients.

Next, after platelets are removed, the remaining plasma is rapidly frozen to minus 85° C., then slowly thawed at 4° C. This process allows the recovery of another important blood element.

This element contains the blood clotting factor—Factor VIII—which "bleeders," or hemophiliacs, are lacking, thus causing them to bleed easily. At present the naval hospital is treating a small number of military dependent hemophiliacs with 200 units of Factor VIII a month. With this treatment, these individuals are able to live "normally."

Removal of platelets and Factor VIII does not affect the usefulness of blood, as they dissipate quickly if not taken out of the fresh blood soon after its collection.

Some of the blood is then banked at Naval Hospital, Memphis, to meet the needs of dependents and active duty personnel. Other blood units are shipped to naval hospitals that have a need for a particular blood type. And some units are shipped to the Naval Blood Research Laboratory, Boston, Mass., where they will be frozen and preserved for several years to study the effects of ultra-low temperatures on the red blood cells, with the hope that better methods of handling blood will be discovered.

Because of the time factor, it is almost impossible to utilize every unit that is initially earmarked for blood transfusions. But the few units that become outdated (over 21 days) on the refrigerator shelf are not wasted. The plasma which is the fluid portion of the blood is aseptically removed and shipped to companies for processing into gammaglobulin and other blood derivatives for treatment of shock and burn victims, among other uses.

It can be readily seen that each unit of donated blood at a naval hospital serves many purposes and many people. Also—because it cannot be stored for a great period of time.—it must be constantly replenished by voluntary donors on a scheduled basis. This allows the blood bank personnel to manage maximally the blood available to them and ensure that most of it is transfused to patients as the donor intended.

Naval Hospital, Memphis, is just one of 38 naval hospitals with a blood bank that uses blood every day and needs to have it constantly replaced. Blood cannot be assigned a value in the way that other commodities are evaluated. As a national resource its worth can be judged only when it is needed—then it is invaluable.

—Story by JO3 Jan Wood
—Photos by Richard Ramsey



Top: During screening procedure, a sample of blood is tested for hemoglobin content. Above: HM2 Mario Lopez in the preparation of the anti-hemophilia element.



TACRON IN RESERVE

The knowledgeable Navyman of today is well aware of the vital contribution made by the Tactical Air Control Squadrons of the Atlantic and Pacific Fleet Amphibious Forces. TACRONS provide the positive air control of air defense, antisubmarine, close air support and helicopter assault aircraft in amphibious operations.

Normally a TACRON operates from the Tactical Air Control Center (TACC) of an amphibious force flagship such as *USS Mount Whitney* (LCC 20) or *USS Blue Ridge* (LCC 19). These new ships have been equipped with the Amphibious Flagship Data System (AFDS) which is an outgrowth of the Naval Tactical Data System in use in carriers, cruisers, frigates and some destroyers.

Because of the few LCCs in the Fleet it is often necessary for TACRONS or TACRON detachments to operate from other large amphibious warfare ships such as Helicopter Carriers (LPH) or from LPD and LSD type vessels. When this is done the TACRON reverts to the old methods of manual control with the control team centered around a table; and with the use of status boards and radios, the team controls the aircraft operating in, or transiting, the amphibious operating area.

Needless to say, the TACRON's important mission has to be a part of every large amphibious operation. No large naval force can survive in a hostile environment without air and antisubmarine defense, and that requires effective management and control of resources. With the massive use of helicopter transportation in modern amphibious operations, turmoil would result without the routine task of air traffic control which the embarked TACRON performs in addition to the more glamorous roles of controlling air defense fighters, ASW aircraft, and close air support aircraft.

In the active fleet the Tactical Air Control Squadron mission is performed by TACRONS 11, 12 and 13 in

Tactical Air Control Group One of the Pacific Fleet Amphibious Force, and TACRONS 21 and 22 of Tactical Air Group Two of the Atlantic Fleet Amphibious Force.

Supplementing these squadrons of the Regular Navy are two TACRONS of the Naval Air Reserve, TACRON 23 from the Naval Air Reserve Unit at NAS Norfolk and TACRON 11-H-1 from the Naval Air Reserve Unit at NAS North Island.

These two squadrons are under Commander Naval Air Reserve, but on mobilization would become part of the Atlantic and Pacific Fleet Amphibious Forces, boosting TACRON strength in the Navy by 40 per cent, a sizable increase in trained and combat-ready personnel.

TACRON 23 at the Naval Air Reserve Unit, NAS Norfolk, was last year's winner of the Naval Air Reserve's Noel Davis Trophy for readiness for the third consecutive award. It is an excellent example of a Reserve Combat Component Squadron in action. Controlled, funded, and administered under Chief Naval Reserve, Commander Naval Air Reserve and NARU Norfolk, it has received extensive training support from TACRONS 21 and 22 and COMTACGRU Two.

The squadron, under the command of Commander John P. Frankoski, consists of 30 officers and 50 enlisted personnel. The officer complement consists of a mixture of naval aviators, naval flight officers, air intelligence officers, aviation ground officers and surface line officers.

The enlisted complement consists of petty officers and designated strikers in the AC, RM, YN, ET, AT, DM, AK, CYN and SD rates. The CO is a naval flight officer, and his XO is a naval aviator.

All members of the squadron are required to drill one weekend each month, and perform two weeks ACDUTRA (Active Duty for Training) each year. Naval aviators and flight officers receive additional drills for



the purpose of maintaining flight proficiency, or to participate in operational TACRON missions and exercises.

Assisting the CO of each Reserve squadron or unit under a Naval Air Reserve Unit is an active duty officer from the NARU who is designated as a Program Manager. Although not technically a member of the Reserve squadron, he is responsible along with the CO for the unit's performance and efficiency. His task is to assist all members of the squadron in their training, billet tasks and other administrative or technical details.

All but one of the officers in TACRON 23 have active duty experience in the Fleet. Most senior petty officers have similar active duty experience but the junior petty officers and nonrated personnel are generally a mixture of "2x6" or "4x10" Reserve program obligators with as little as four months and not more than two years of active duty experience.

This latter group of personnel are obligated by contract to drill in Reserve units until they have a total of six years' active and inactive service. Some units have reported that they have a great deal of trouble motivating and interesting this younger group, but in TACRON 23 the junior enlisted personnel are just as strongly motivated and interested in their squadron as are the officers and senior petty officers.

Normal weekend drills begin with muster at 0745 on Saturday morning at the Naval Amphibious School at Little Creek Naval Amphibious Base. The Amphibious School and the Amphibious Base are Regular Navy activities giving training support to the Naval Reserve under the Total-Force or One-Navy concept.

Training during the weekend consists of lectures and films on amphibious warfare, antisubmarine warfare, anti-air warfare, air control procedures, AFDS Fundamentals and general military training topics. Also on the agenda are exercises in a simulator of a ship's Tactical Air Control Center, small arms quali-

Far left: Officers discuss deployment plans en route to Roosevelt Roads. Above, left: Controlling aircraft on targets in Puerto Rico. Above: Target practice keeps Tacron Reserve in readiness.

fication, water survival qualification, flight time for aviators and NFOs, and informal visits to PhibLant ships for orientation. When USS *Mount Whitney* is in Norfolk, special emphasis is given to visiting her and obtaining AFDS indoctrination and training.

Whenever possible, squadron Forward Air Control Teams are deployed to various bombing ranges at Camp Pickett, Va., Ft. Benning, Ga., and Pinecastle, Fla., to work with Fleet or Reserve aircraft squadrons over the drill weekend. In addition, all officers and men in the squadron fill billets that require certain administrative tasks. These too, are carried out during the weekend drill period which ends with muster at 1630 on Sunday afternoon.

TACRON Reservists receive annual and special active duty for training at various fleet and service schools, or by deploying in detachments to exercise with Fleet units in the States and the Caribbean and Mediterranean areas. Deployed detachments have worked with Air Force, Air National Guard, Marine, Navy and Naval Reserve aircraft squadrons as Forward Air Control Teams, spotted gunfire on U. S. Navy and Canadian warships, and worked as integral members of Fleet TACRONs and as crewmembers in Fleet ships. A deployment by squadron detachments means lots of work, but it also offers some degree of excitement and travel, and volunteers are not hard to come by.

Established in 1967, Tactical Air Control Squadron 23 has come a long way, and its officers and men are proud to be combat-ready, weekend warriors of the Naval Air Reserve and also prospective Gators of the Atlantic Fleet Amphibious Force. That spells it out—a TACRON in Reserve.

REALISTIC PROGRAM FOR RECRUITERS



Above: Potential recruits get a windy welcome to NAS Norfolk. Left: Prospective AOCs before an orientation flight at the University of Rhode Island campus. Left, below: Participant in the NRD Raleigh four-day Fly-In. Below: AOC prospects during orientation flight get a look at naval aviation.



Navy recruiting these days is getting a lift from the operating Navy in no uncertain way. "Go Navy" ship-board cruises and "Fly Navy" orientation flights have become regular events in the Atlantic and Pacific Fleets during the past year. Typical is the Naval Air Force Atlantic Fleet's attitude with its objective, "Every Navyman a Recruiter." The command backs the slogan with a large-scale program, complete with a designated officer for recruiting.

NavAirLant ices the cake by sending that officer,

Lieutenant Kevin Delaney, to the Navy Recruiting Officer Management Orientation Course in Pensacola, Fla.

The programs are realistic; there is no attempt to deluge Navy recruiters with gimmicks and brainstorms. Rather, the idea is to help recruiters help themselves. In short, the command tells the recruiting people what it can do and then lets the recruiters decide how the command's assistance can best be used.

Major participation by NavAirLant has been with P-3 *Orion* orientation flights during which prospective recruits get a taste of Navy life, along with familiarization with crewmember duties.

Two reactions are consistent: one is that, in spite of an initial, feigned blasé and "show me" attitude in the visitors, they are genuinely impressed; the other is that they are amazed at the youth of our Navy flight crews, men in their own age bracket, to whom they can relate. A real Navy credibility is established.

The student-passengers not only talk with men and women in the operational Navy, but they also get a real taste of what they themselves would be doing if they decide to sign up.

In the "and that's not all" department, NavAirLant makes a point of getting people other than prospective candidates aloft. These include school counselors and teachers, men and women, and members of various local news media.

The blue-water airplanes of NavAirLant have gone on several occasions deep into the heartland. For instance, there were two flight days at Akron's Muni Airport. More than 70 visitors took the "Fly Navy" route and this resulted in 22 prospective applicants. As a matter of fact, two enlisted men aboard an *Orion* made flights over their respective college campuses—Walsh College and Kent State University.

What is being proved is a basic truth in the Navy Recruiting Command—the best things to put before the public are Navy men and women at work.

At places where use of *Orions* isn't practical, NavAirLant sends helicopters—the choppers are set down

on athletic fields of various schools or on the campuses themselves. And bands attached to NavAirLant have provided assistance at inland cities such as Des Moines, Wichita and Chattanooga. It's estimated that these Navy men will have reached 500,000 people this year, nearly all of whom are of military service age.

The Recruiting Assistance Program (RAP) in Norfolk carefully selects Navy men and women to go on TAD to their hometowns and assist local recruiters. These "natives" help open doors for recruiters, they RAP with old friends, and they show the Navy in its best light by personal example.

Additionally, NavAirLant activities have established personal contact with various Naval Junior Reserve Officer Training Corps (NJROTC) activities and created a one-on-one sponsorship program. Through this, high school students enrolled in this quality education program are afforded regular information on their Fleet counterparts. When possible, visits to particular Fleet units or activities are arranged. One such visit was a recent trip for 20 NJROTC students to the Sixth Fleet in the Mediterranean aboard *USS Independence* and a return trip to the States aboard *USS Forrestal*.

Recruiting programs being promoted through the use of Fleet units during normal operations are realistic and attractive. Operational commands make no attempt to entice prospective Navy people with false images or ideas. The secret of why Fleet units are so successful is the opportunity they present for the Navy recruiter to take a prospect aboard a ship, plane, or base for firsthand conversations with Navy men and women who "tell it like it is."

Commands are simply urged by the Navy Recruiting Command to advise what support they can provide. Recruiters then work this support into the appropriate enlisted or officer recruiting programs.

The end result is real Fleet participation—the operating Navy and Reserve components responding to the recruiting demands of the All-Volunteer Force. The payoff is great; the potential is even greater.

NAVAIRLANT SAFETY RECORD

Accident rate figures are mostly for comparison purposes—except when they go below a certain point. Then you have moved into a category that stands by itself for excellence, and needs no surrounding comparison figures.

The Naval Air Force, Atlantic Fleet, just recently dipped into that category when its members set a new safety record with a rate of 0.79 accidents per 10,000 hours of flight time.

It's only the second time in the Navy's history that a major operational command has dropped below the 1.0 mark in the field of aviation safety. NavAirLant was also the first to break the 1.0 barrier in 1971 when it achieved a 0.98 rate—which means that this year's performance is a 24 per cent improvement on the previous record.

Was there anything in particular that attributed to

these impressive safety statistics? A single answer to this question is hard to find, but Naval Air Force Atlantic does have a thorough system of communication among its members. Safety symposiums are held quarterly by the different aviation communities in which problem areas are discussed and resolved. As an outgrowth of these symposiums, Vice Admiral Frederick H. Michaelis, Commander Naval Air Force Atlantic, issues "Star Flyer" communiques which pinpoint areas of potential trouble. Semiannual safety "standdowns" are also held to review NATOPS procedures and re-evaluate the entire safety program.

Of course, there have to be attentive crews to maintain safety schedules. If NavAirLant's crews keep tightening the screws on their accident rate, they might even defy the law of averages which says that you have to have some kind of accident sometime.



*Industrial College of
the Armed Forces (ICAF):*

GRADUATE COURSE IN NATIONAL SECURITY MANAGEMENT

“What’s an ICAF?” That was my first question when my detailer told me of a last-minute change in my assignment. I was going to be a student at ICAF, and although I had some general knowledge of ICAF, I really hadn’t been involved with it—especially in my previous assignment on the West Coast. There was a lot for me to learn—a lot more than I first suspected.

ICAF stands for the Industrial College of the Armed Forces, located at Fort Lesley J. McNair in Washington, D. C. Its goal is to prepare senior military officers and civilians for positions of “high trust and responsibility” in the Department of Defense and other government agencies. While that phrase certainly sounds impressive, it says little about the school and its curriculum or why, for that matter, it was called an “industrial” college.

How, I asked myself, does the school differ from the Naval War College or the National War College?

Now that I and my 179 fellow classmates have completed the 10-month course, I have gained a fine appreciation of what ICAF is and does. The industrial

college is one of the nation's two senior interservice colleges operating under the direction of the Joint Chiefs of Staff, and it conducts a graduate-level course in national security with strong emphasis on management.

It is the college's strong management-oriented curriculum that best distinguishes it from the other senior service schools. But, as one quickly learns, national security management is directly related to all facets of the U. S. national and international positions, so the program encompasses studies in economics, political science, international relations, and other societal elements of the world environment. Achieving this background is essential for understanding the implications and demands of national security affairs and problems.

The ICAF program offers much more than classroom instruction; education isn't considered a spectator sport. Classes are of the seminar or conference type with a maximum of 15 students per class. Even the auditorium presentations are set up to allow near-equal time for students to question the speaker. The college's strict policy of nonattribution encourages its speakers to be especially candid.

Since the college is located in the heart of Washington, D. C., the students have access to the top levels of governmental, industrial, and academic elite. The class of '73, for example, was addressed by Senator Hubert Humphrey, George Meany, president of the

American Federation of Labor/Congress of Industrial Opportunity, and all of the service secretaries or chiefs of staff—to name just a few. Also, a number of distinguished government officials and academicians have shared their ideas with us in seminars.

In the field studies portion of the course, I have gone to the United Nations, the U. S. State Department, and the U. S. Senate. On none of these trips did we take a "tour," but rather, we spoke to high officials about pertinent domestic and world issues. On a one-week urban and industrial study trip, I met and spoke to top officials of industry and local government about the problems that beset our cities and, therefore, affect our industrial capability and national security. In a less glamorous but equally important vein, many hours have been spent doing research on the military planning, programming and budgeting processes, as well as on other research projects.

I have no doubts that the Industrial College of the Armed Forces has given me a unique perspective about and exposure to our nation, its government, and the serious business of national security management. This education will be of enormous value in any future assignment, be it operational command, staff or DoD management. In other words, ICAF offers an unparalleled opportunity for educational and professional growth.

—CDR Gary F. Wheatley, USN



Facing page: The Industrial College of the Armed Forces building located at Fort Lesley J. McNair in southwest Washington, D. C. Right: Senior officers of the three major services are enrolled in ICAF, as also are key civilian government personnel.

A Navy Doctor Views A Challenging Problem

LAACP

Navy Flight Surgeon Lieutenant Commander Steven J. Hazen, USN, provided the basic information for this article. Stationed at NAS Imperial Beach, Calif., he was a pioneer participant in a locally inspired program entitled LAACP. He described it as a "very timely, but ticklish" subject. There's much food for thought in this "timely, ticklish" piece for everyone, from the commanding officer on down to the newest member of the crew. If you are skeptical, just read the first five or six paragraphs. Herewith the article excerpted from LCDR Hazen's report.

Today in the United States the alcohol abuse problem is easily 70 times greater than the drug abuse problem. There is no reason to believe the Navy's alcohol abuse problem is less serious. In fact, a recent Navy study indicated that alcohol abuse was affecting 39 per cent of the enlisted personnel and 23 per cent of the officers surveyed. Serious problem drinking and evidence of alcoholism were reported among at least 15 per cent of the 1600 officers and men included in the survey. Interesting? Read on.

What is an alcoholic? Is he the typical example of a "skid row" drunk? No. Less than three per cent of America's nine million alcoholics are the classic skid row type. Of the remaining 97 per cent, over 50 per cent are gainfully employed, and 50 per cent attended or graduated from college, 45 per cent are in managerial or professional positions, some 25 per cent are white-collar workers and only 30 per cent are manual laborers.

Did you know that it generally takes alcoholism several years to manifest itself? And—within the sea service—did you know that the Navy's problem drinkers have an average of 11 years' service?

If you were asked to develop a profile from these facts, whom would it describe? Chances are that it would fit one or more of the senior petty officers and/or officers in your command. Think about it!

Even if the medical aspects were ignored, the Navy's alcohol problem could well be approached from the "good of the Navy" viewpoint. That is, in the Navy, and the nation, there's a fantastic financial loss in terms of manhours, not to mention accidents, poor productivity, and inefficient task performance. An 11-year Navyman may be worth anywhere from \$50,000 to \$250,000 in training replacement cost—and immeasurable amounts in experience. If he has an alcohol problem, he represents a real financial loss that can be counted in thousands of dollars to himself, and tens of thousands to his service. That's what this article is about.

Late 1971 saw the beginning of the outline at this base (NAS Imperial Beach) for an effective local

program for dealing with the Navy's alcohol problem. The goal was a program based on the premise, "It must be good for the Navy—good for the individual—or it's no good at all." You will probably agree that, in general, the two are inseparable.

The Navy's drug program was reviewed in order to avoid duplication and expose differences between drug abuse and alcohol abuse. It appeared that the critical difference was that the drug problem existed primarily among the younger, non-career-oriented personnel.

But the majority of the men suffering from alcoholism in the Navy are career-oriented. Thus, a rehabilitation program working within the military environment can be successful, that, is the career motivation factor *already* exists. This is fortunate, since the loss of men suffering from alcoholism represents a much greater financial loss to the military (in training and experience) than the loss of those involved with other drugs. A program for the rehabilitation of alcohol abusers has as its end point the successful reintegration of the individual into the military environment.

Our first steps to initiate a local program were made in April 1972. It was known from previous efforts that each recovering alcoholic was acquainted with several others, or with men who needed help. Yet, there seemed to be a mutual self-protection society with an unspoken oath not to reveal names. During the first months the possibilities and advantages of a local alcohol abuse control program were repeatedly discussed with a "graduate" of an Alcohol Rehabilitation Center (ARC). The objective was to wait for the word to get out and allow natural selection to bring the "founders" together (recovering alcoholics who would demonstrate a strong interest and the courage to forego their anonymity).

Others came forward, including one individual who was a graduate of his own "personal program" and extremely knowledgeable about the disease—he was to become a valuable asset. We began meeting regularly during lunch and after work to avoid any nega-

LAACP

tive visibility with the tenant commands from whom we would later need support.

Word was getting around, and we were called upon to help more men with drinking problems. This was a premature application before our program was formalized, but it provided a clinical test of the program, allowing us to make the appropriate corrections in its structure.

Attendance varied at our meetings. Several men remained steadfast and the program continued to develop. After several more meetings the written outline of the program, which now included the modifications developed during the past months, was presented. This outline was to serve as a guideline from which they could develop their own proposal for a local alcohol abuse control program and eventually develop a base instruction.

During this time frame SecNavInst 5300.20 was promulgated. It became a strong factor in the further evolution of the local program. However, the most significant factor leading to the successful implementation of our program was the overwhelming support of the Naval Air Station commanding officer, first, when we informed him of what we had undertaken and, later, when we presented our proposal to him.

By November 1972 a station instruction was promulgated. The internal structure of the program, now called LAACP (Local Alcohol Abuse Control Program), was launched. By January 1973 there was no doubt that the goals were being reached. The LAACP was fully independent and appeared self-perpetuating.

Our air station and tenant commands have approximately 2900 assigned personnel. Some 40 individuals in the current program membership entered within the last four months. This demonstrates the dramatic results which can be achieved by a well structured and effective local alcohol abuse control program. More can and should be done at the local level.

Recently an alcohol educational assistance program has been developed in this area by the LAACP membership. It includes lectures to supervisory personnel

on their responsibility in identifying and managing problem drinkers, lectures to all hands on alcohol abuse and problem drinkers, screening of the films "Chalk Talk" and "SITREP 6," followed by informal question-and-answer periods. A formal presentation of LAACP is given to interested command personnel from other bases to help them establish their own local programs. A major portion of LAACP's success is attributed to this educational activity.

What will you need to initiate a similar program?

First, you will need command support. OpNavInst 6330.1 is your beginning. Getting the endorsement of your command is the next step. Here are a few facts with which to work. Statistics indicate that about 15 per cent of the personnel under his command are likely to be serious problem drinkers or alcoholics. Each of these may cost the Navy from \$1500 to \$4000 per year. The alcohol abuser has, on the average, 22 days of absenteeism per year. He has twice as many industrial accidents, and produces one-third of the accidental industrial deaths. His job efficiency is down. He frequently visits sick call or is sick in quarters; he is often late to work, early to leave, early to lunch and late to return; he never seems to be around when you need him; he has lost his ability for creative leadership, resulting in poor work performance, equipment failure and breakdowns; he produces a bad public image for the Navy; his general appearance and military bearing begin to deteriorate; and the administrative paperwork concerning him begins to flourish.

You will need an interested medical adviser, a physician, who is either informed about alcoholism or is willing to become informed. (This is not as easy as you think.) Your local chaplain and legal officer can be very helpful if they are interested and properly motivated.

An important point to remember is that this local program functions without a *full-time* physician. What you need is a medical adviser. As for the initial medical examination and medical/psychiatric treatment (if indicated), these can be provided by the current Navy system of dispensary care (medical officer or inde-

pendent duty corpsman). Referrals to the nearest naval hospital or specialist can be made as needed.

You will need recovering alcoholics who will forego their anonymity to help others. Finding such individuals and incorporating them into your program at its inception is an arduous task. You cannot force them. You must convince them. Success of the program will depend on the degree of the individual's personal commitment.

There now exists a Worldwide Referral network of over 1000 recovering alcoholics who can be of help. More than 100 of these men have been designated Collateral Duty Alcohol Counselors (CODACS). Not all graduates of the Navy's Alcohol Rehabilitation Centers become CODACS. It is a voluntary duty in which the recovering alcoholic has foregone his anonymity to help others, and he has met minimum standards with regard to sobriety and training. You can locate the CODACS at your station by contacting the local area Human Resource Development Center or Pers-6c, Bureau of Naval Personnel, Washington, D. C.

This program has been carefully devised to fulfill the needs of both the Navy and the individual. It can be implemented, almost without modification, at most ships and stations. There will likely be some exceptions, especially when the unit is very small and isolated. In the hands of motivated people, it can be a success. Of course, no program will be 100 per cent successful, but you can come very close. Do not let time become your nemesis. It is not important *when* you achieve success. Rather, it is important how secure and lasting that success will be.

The LAACP is a resource to be utilized by the command. It cannot succeed if the command gives only lip service. It provides the command a resource to utilize in all phases of working with the alcohol abuser including deciding, without "witch hunts," if an individual has an alcohol problem; utilizing the individual effectively at the local level while awaiting up to six weeks to enter an ARC or Alcohol Rehabilitation Unit at a naval hospital (if either is indicated); arriving

at judicious decisions when the recovering alcoholic falters; providing a tool for abating the bias, myth and stigma of alcoholism; and providing the command a resource for education about alcohol, alcohol abuse and alcoholism.

Locating the office space also will be no easy matter. Establishing a central communication point may be slow. Arranging your contact points will take time. (It took us nearly eight months to bring all our resources together.)

—LCDR Steven J. Hazen (MC), USN



NOTE: The foregoing program is covered in a base instruction which is a local adaptation of SecNavInst 5300.20 and contains an enclosure on the Local Alcohol Abuse Control Program. For more detailed guidelines refer to OpNavInst 6330.1 of 29 May 1973 and for information on logistics support available such as films, publications, training quotas, rehabilitation program curriculum, etc., write to Bureau of Naval Personnel (Pers-6c15), Washington, D. C. 20370.

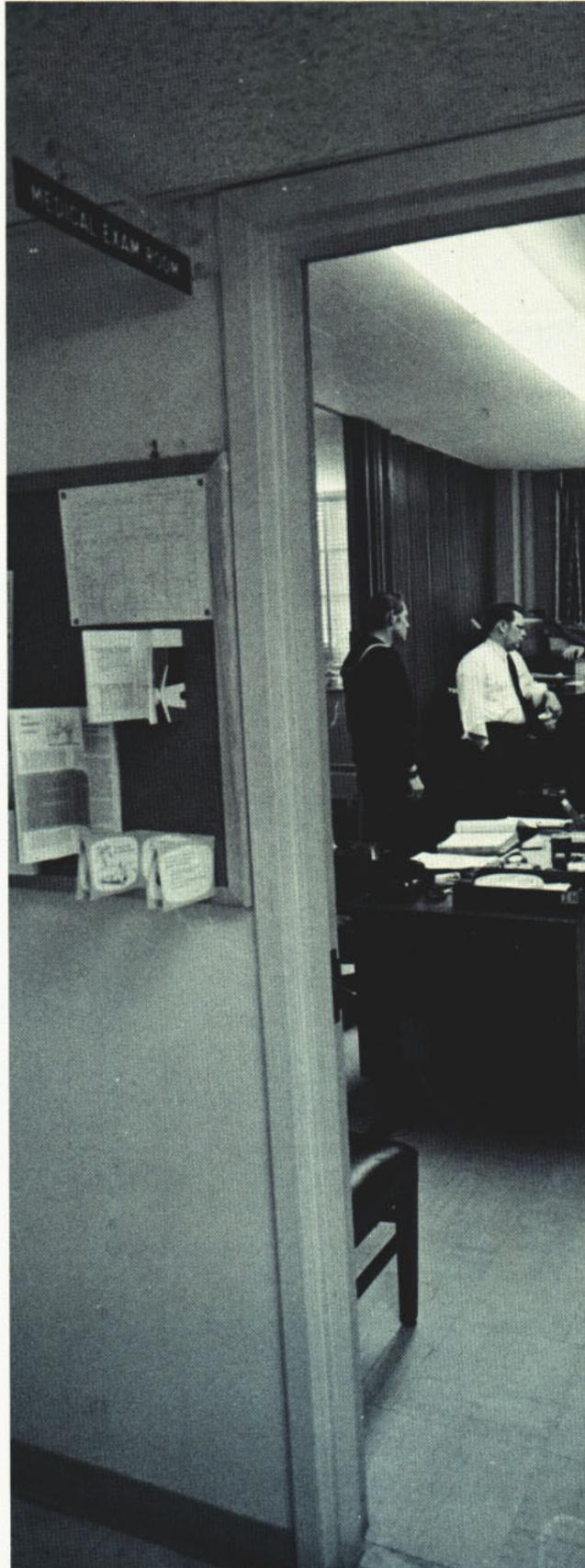
Requests for a copy of the base instruction may be made to: Commanding Officer, Naval Air Station, Imperial Beach, Calif. 92032.

Requests for information concerning LAACP may be made to: LAACP Senior Member, Naval Air Station, Imperial Beach, Calif. 92032.



*ARC Norfolk
Rehabilitation
Center*

**AN
OPEN
DOOR
TO
RECOVERY**





Left: LT Edward Feinberg, MC, discusses a medical record with members of his staff. Above: Small groups talk out individual and group-related problems.

It was not so long ago that the image of a sailor was one of a hard, two-fisted man who could outlast everyone at the bar. It is also a fact today that, while some Navymen could fit this image, others don't do so well. First, the bad news: an estimated 60,000 Navymen today are victims of the disease of alcoholism. Now the good news: at the Navy's Alcohol Rehabilitation Centers where Navymen, Coast Guardsmen and Marines are being treated, to date 70 per cent of the alcoholism patients have been returned to effective active duty.

The Navy's first Alcohol Rehabilitation Center (ARC) was started in 1967 at Long Beach, Calif. Based on its success, now there are similar centers in Norfolk, Great Lakes and San Diego. A fifth center was scheduled to open at NAS Jacksonville, Fla., in October of this year. At Navy hospitals 14 smaller Alcohol Rehabilitation Units (ARUs) have sprung up to supplement the rehabilitation effort which is being coordinated by the Bureau of Naval Personnel's Alcohol Abuse Control Program and the Bureau of Medicine and Surgery.

Let's take a look at ARC Norfolk and see the day-to-day working of this program.

Centrally located on the naval base, ARC Norfolk occupies a modern, three-story complex that can house 75 patients. Classrooms and office spaces are roomy and well lighted. In this open atmosphere—under the supervision of a staff including a medical officer, a



Above: HM2 George Karnes prepares a patient for an EKG. Facing page: After the larger meetings, counselors form smaller groups to discuss topics in greater detail.

psychiatrist, a chaplain-psychologist, two hospital corpsmen, and nine counselors—the patients attend an average of eight weeks of rehabilitation.

The mode of the center dispels all notions that the center is a punitive reformatory. "We don't lock up anybody here," said Commander Alfred J. Croft, commanding officer of the Norfolk ARC—himself a recovered alcoholic—"there aren't any iron bars on the windows or any locked doors."

There is, however, military bearing. Said one patient, "This is run just like any other command, ashore or afloat. It is just smaller."

There is a plan of the day published on a weekly basis that shows a heavy schedule. The day starts at 0700 and continues, with a number of lengthy breaks, until 2300.

All of the 640 patients who have gone through ARC Norfolk have helped with the housekeeping of the complex. Besides these normal duties of Navy life, they attend lectures given by staff members or guest speakers, work in individual or group therapy sessions, and view films. Each week, patients are required to attend five A.A. meetings—one of which is held in the center.

But the center is more than a long, sober day. "We get down to the nitty-gritty here," CDR Croft commented. "The patients come here with a multitude of problems due to excessive drinking.

"An alcoholic will affect the lives of from four to six people," said CDR Croft. "This center brings the men and women back into the real world. It teaches them to solve their problems and organize their lives by themselves so that they may return to the Navy community as productive and functioning members."

The patient's family is brought into the process through such gatherings as the Alcothon—a series of all day A.A. meetings. Families, local A.A. members, and interested members of the Norfolk community are urged to attend these open-house sessions. "We encourage the patients to bring their families to open-house and marriage sessions," comments Lieutenant Edward Feinberg, the ARC's medical officer. "We try to get the men and women to make a commitment to themselves.

"In the past, a pitfall in alcohol rehabilitation has been the relationship between the doctor and the patient," LT Feinberg continued. "Doctors need to know that they are liked. A patient responds more favorably to a doctor that he likes. But you can kill an alcoholic with kindness. Often the doctor will unwittingly give the patient an excuse for drinking such as 'if your wife would only stop nagging,' or 'if your CO would only get off your back.'"

At the center, the blame falls on no one. Alcoholism is considered a disease and is treated as such. The patients are given a complete physical examination upon arriving at the center and receive medical attention throughout their stay.

An average of five people a day are being referred to the center from surrounding sea and shore commands. Many of the patients come from hospitals where they were being treated for ailments which

were related to their alcoholism. "They come in for complaints," said LT Feinberg, "which turn out to be alcohol related. Around 35 per cent of all patients have ailments which can be attributed to alcoholism.

"The old image of the hard-drinking sailor can be a contributing factor to alcoholism in the Navy," he went on. "Happy hours don't make an alcoholic, but there are other kinds of recreation during off-duty hours available on every Navy base."

An avid physical fitness buff, the doctor gave, as examples, the gym and hobby shops on the base. He pointed out, too, that money and effort went into making the club facilities attractive, while other recreational facilities did not do so well.

"I think that they deserve equal time," he said.

Alcoholism is a significant cause of manpower loss in the Navy. It is also known that alcohol abuse is a problem affecting many more people than drug abuse.

"We aren't in the position to advertise for more men like civilian industry," commented CDR Croft. "We can't advertise for an F-4 fighter pilot in the same way the airlines advertise for commercial pilots." Manpower means money, both in the Navy and out, and lost manpower costs money—it's as simple as that.

Naval alcohol rehabilitation facilities are continuing their expansion. Besides the five ARCs and 14 ARUs, Collateral Duty Alcohol Counselors (CODACs) have been designated at many commands. Their function is to aid commanding officers in forming onboard education and counseling programs.

In a new pilot project, four smaller "Alcohol Rehabilitation Drydocks" (ARDs) are being used to offer local personnel a two-week period of in-residence therapy. This will be followed by four weeks of daily counseling and six weeks of weekly counseling. Pilot ARDs are now being established at Naval Station Pearl Harbor (sponsored by CinCPacFlt); at Naval Air Station Pensacola (sponsored by Chief of Naval Training); at Naval Station Roosevelt Roads, P. R. (sponsored by CinCLantFlt); and at Naval Station Rota, Spain (sponsored by CinCUSNavEur).

Although smaller in size and staff, the ARUs and ARDs are closely patterned after the ARCs. The same direct and honest counseling methods are used to help the patients deal with everyday problems, interpersonal relationships and emotional conflicts.

"To sum it up," said CDR Croft, "when a patient reports here, he often is at the end of the line. All seems to be lost. But when he leaves here, in two months, he has realized that he has a problem and must repattern his life, much as a diabetic has to avoid sugar. He is given the tools to maintain his sobriety and can function normally without taking a drink. The only thing we ask of our patients is to go one more day without a drink."

This simple credo is working and having profound results for the Navy's men and women.

—Story by JOSN M. E. Savage
—Photos by PH2 Robert G. Weeks, USN



USS Neptune

SIR: I note in the caption to the pictures on page 18 of your April 1973 issue you state, "uss Neptune, sister ship of Aeolus, underway."

uss Neptune (ARC 2) is ex-William H. G. Bullard, and is the sister ship to Albert J. Myer (T-ARC 6) operated by MSC. uss Aeolus (ARC 3) and uss Thor (ARC 4) are converted World War II AKAs and are sister ships.

I am delighted to see these hard-working ships get some well deserved recognition.—CDR D. S. Kuntz, USN

• *We appreciate your taking the time and trouble to point out the error in the cutline. Somehow the kinship ties became crossed in the last-minute rush of going to press.*
—Ed.

Retirement Changes?

SIR: I have 21.6 years in service. I plan to stay in for 26 years. With all of the changes made or being made to our retirement system, there are a few things that are not clear. How does current policy affect me?—SKCS B. V. B.

• *If a member who has completed 26 years' naval service including constructive service is transferred to the Fleet Reserve, his retainer pay will be computed using 2½ percent of basic pay being received at the time of transfer multiplied by 26 years, or 65 per cent of basic pay. However, a member transferring to the Fleet Reserve who has completed 26 years' day-for-day service and has 12 months' constructive time will receive 2½ per cent of basic pay multiplied by 27 years, or 67½ per cent of the 26-year rate, since there is no step increase in base pay for 27 years.*

It should be noted that this is the current policy on computing retainer pay and is subject to change only by change to federal law.

Should Congress enact the current DOD Retirement Proposal, its averaging feature (if applicable under proposed transition and save pay provisions) would have some impact on the preceding determinations.—Ed.

All Hands PHOTO CONTEST

As first announced in our August 1973 issue, ALL HANDS Magazine offers all Navy men and women—those on active duty or retired—and their dependents, a chance to cash in on their photographic expertise. The awards for the three top winners: First prize will receive a three-year subscription to ALL HANDS; Second Prize will receive a two-year subscription; and Third Prize will receive a one-year subscription.

Three categories have been set up, although the top three prizes will cover any or all categories:

- A Navy theme: Navy men and women on the job, Navy scenes, or ships and units in action.

- Navy life: recreation—liberty—travel.

- The Navy family.

Entries can either be a single photo or slide, a series, or they can take the form of a pictorial story. All entries must be current work—that is, photos which have been executed during the 1973 calendar year.

Each contestant may submit as many entries as desired.

Submitted photo work can be either black and white photo prints, color slides or transparencies, or Type C color prints. Black and white photos should be at least 8" x 10" in size, and printed on glossy paper.

All entries must be accompanied by an identifying sheet (at-

tached to the edge of each photo or slide by tape) listing the contestant's name, rank/rate, Social Security number, present duty station and complete mailing address—plus an identifying caption of the photo or picture story. In cases of dependent children submitting work for consideration, their name, age, and name and location of the school attended should also be listed.

All photographs should be mailed flat and protected by heavy cardboard or other stiffener; the same applies to slides and transparencies. Do not write on the backs of photographs—put all pertinent information, along with any titles, on the attached identification sheet.

Winners will be announced as soon as practicable after the contest closes, and winning photographs will appear in ALL HANDS. Other photos—though they may not win a prize—will receive honorable mention and also will appear in ALL HANDS from time to time.

All entries become the property of ALL HANDS and will not be returned to the contestants. Send your entries to:

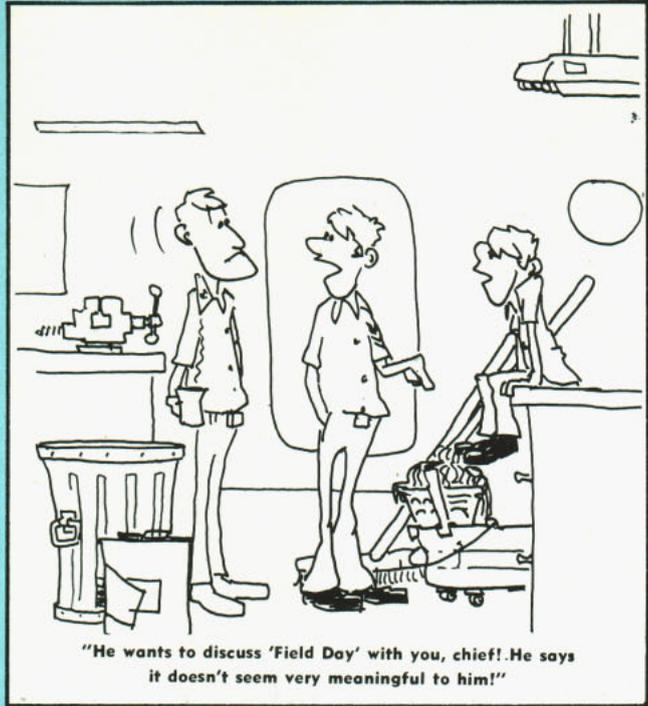
ALL HANDS Photo Contest
ALL HANDS Magazine
Bureau of Naval Personnel
(Pers-164)
Navy Department
Washington, D. C. 20370

Deadline: Entries must be mailed prior to 31 Dec 1973.

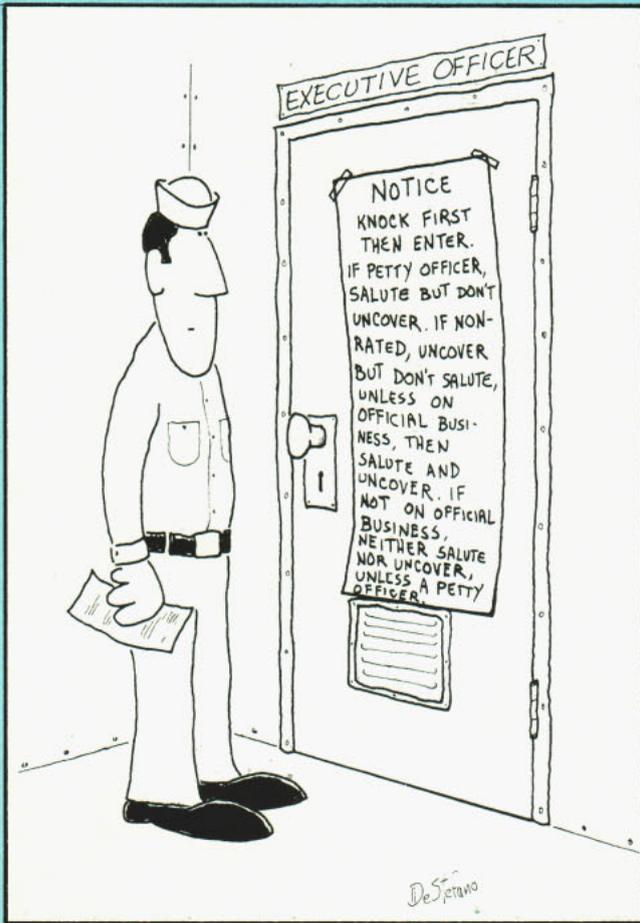
DCFN Gerald S. Barton



IC1 Jeremiah H. Paoli

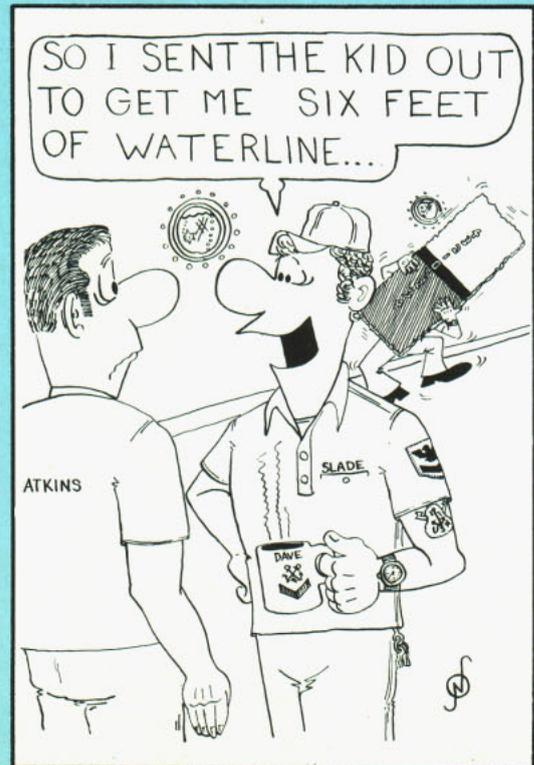


STG3 Michael E. DeStefano



on the serious side

YN1 James B. Nixon



TAFFRAIL TALK

The "NNMC NEWS" at the National Naval Medical Center, Bethesda, Md., sent the following story our way:

In 1951, President Harry Truman fired a general and Casey Stengel's Yankees beat Leo Durocher's Giants in the World Series. Late that same year, somebody stole Staff Sergeant Laurence Wimpee's wallet.

In 1973, the U. S. pulled out of Vietnam, the POWs came home, Skylab set a sustained space flight record, and Orbie Akers found Laurence Wimpee's wallet.

Akers, a civilian carpenter in the Public Works Department at NNMC was working on the ceiling in an orthopedics office when the brown wallet came tumbling from its 22-year hiding place.

In it were such items as a 1950 Florida driver's license, a social security card, a box seat pass for a Maryland horse race course, a civil pilot's license, a guarantee card for a set of tires, and a receipt for a piece of luggage purchased from the NNMC exchange. But no money.

A small picture, the kind you get a string of for a quarter in an arcade, tucked down in the wallet, indicated that Wimpee had been a Marine. The picture also indicated that he was good friends with an attractive Navy nurse.

Efforts to locate Wimpee were begun by Bethesda personnel, first through the Marine Corps—with no luck—and then through the Veterans' Administration. It was through the VA that the wallet's owner was located living in Florida. A letter together with the wallet was sent explaining the details of its discovery. It was assumed that the wallet had been lifted and concealed in the ceiling since hospital records revealed there had been some work done on that same ceiling about 1951.

In response to the VA letter, Wimpee filled out the details right down to the happy ending with the following account:

He arrived at NNMC from Korea Christmas weekend of 1950, suffering from a gunshot wound of the leg and frostbite of both feet incurred during his evacuation by jeep to the nearest airstrip. It was during his convalescence on 3-C, "in one of the quiet rooms," following the amputation of his right fore foot (mid-instep), that his wallet disappeared.

No doubt the subject was discussed in conversation with a nurse, Ensign Joyce Rodgers, who was among those caring for Wimpee during the 11 months he spent in the hospital. By the time he was released from the hospital, she was LTJG Joyce Wimpee; they were married in Our Lady of Lourdes Church in Bethesda by the hospital chaplain, Father Finan.

After his discharge from the hospital, Wimpee retired from the Corps and his wife was released from active duty with the Navy Reserve. They now live in Tampa, Fla., with their six children. And Wimpee's wallet.

The All Hands Staff

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The Bureau invites requests for additional copies as necessary to comply with the basic directives. Note that distribution is based on the authorized number of members attached.

The Bureau should be kept informed of changes in the number of copies required and if the full number is not received regularly.

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PERSONAL COPIES:

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AT RIGHT: PRIDE IN UNIFORM—SK1 Preston Carlisle proudly wears the new Navy enlisted uniform authorized for all rates earlier this year. Photo by PHC Charles L. Bassi.



COMMODORES
COUNTRY CURRENT
PORT AUTHORITY
STRING QUARTET

THE NAVY MAKES MUSIC

